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ABSTRACT

This monograph examines the responsiveness of private foundations in the United States to Hispanic needs and concerns. Presented are the results of a survey on institutional policies and procedures relevant to Hispanics and an analysis of grant information in the 1977 and 1978 "Foundation Grants Index." In the introduction problems associated with research in the area of foundation grants are reviewed. The second chapter provides a description of the study and an overall view of Hispanic control and participation in funded agencies. Chapter three presents data regarding the pattern of foundation giving including: (1) agencies receiving the largest total dollar amount: (2) geographical distribution of grants; and (3) fields of interest in which grants were awarded. The fourth chapter presents additional information on surveyed foundations and their policies and procedures. A summary, conclusions and recommendations are contained in the final chapter. An appendix includes survey materials and tables showing survey results. One of the study's major findings is that only one percent of all foundation grant dollars studied directly benefited Hispanics in the United States.
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Monograph Series

1980

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Responsiveness of U.S. Foundations to Hispanic Needs and Concerns

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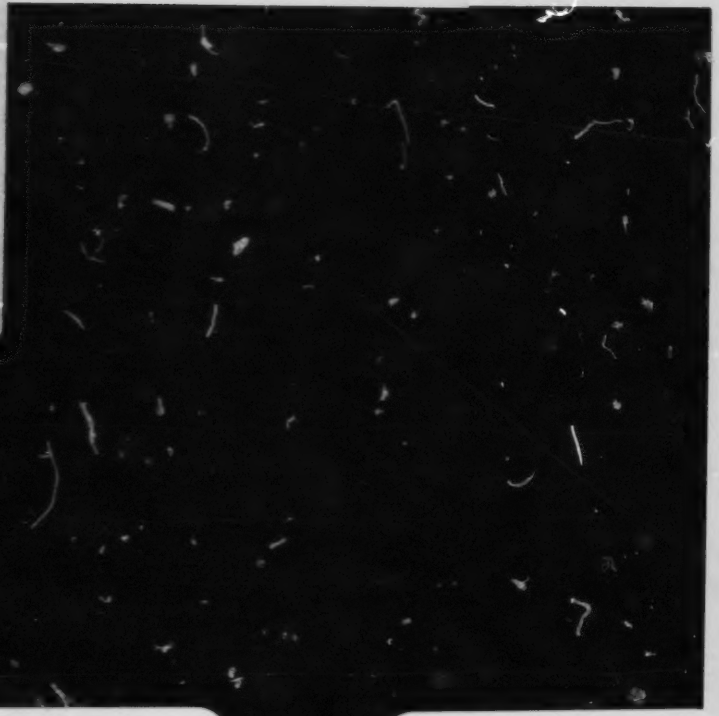

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Responsiveness of U. S. Foundations to Hispanic Needs and Concerns

Results of a Survey on Institutional Policies and Procedures Relevant to Hispanics and an Analysis of Grant Information in the 1977 and 1978 *Foundation Grants Index*

1980

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PREFACE

This study was undertaken to determine the amount and type of foundation support for Hispanic needs and Hispanic-run organizations. It verifies and updates earlier research and articles about foundation support both for Hispanics and for all minorities.

Apart from its utility for the public, the report is intended to provide interested foundation officers and trustees with useful information about foundation support for Hispanics in the United States. This information includes the amounts, purposes and distribution of grants as well as the policies and procedures of foundations which have been responsive to Hispanics.

Research activities were of four types:

1. A search for literature and review of relevant publications.
2. Identification and analysis of grants given to or for the benefit of Hispanics as recorded in the 1977 and 1978 *Foundation Grants Index* (FGI).
3. A mail survey concerning institutional policies and procedures. The survey went to foundations that gave at least one grant to Hispanics and/or unspecified "minorities," as recorded in the 1977 and 1978 FGI.
4. Analyses of Annual Reports published by foundations included in the study.

The *literature search* examined the findings and methodologies of studies during the seventies involving foundation funding for minorities.

The *identification and analysis of grants* addressed the amounts given by foundations directly to Hispanics or to benefit Hispanics. It examined support for Hispanics in general and for specific ethnic groups (e.g., Puerto Ricans, Chicanos). It compared this support with disbursements for all other groups. It also identified major donors and donees, examined the geographic distribution of grants, and gathered other information of special interest to Hispanic organizations.

The principal objective of the *mail survey* was to determine if the

foundations surveyed were following a series of policies and procedures considered helpful for Hispanic and other minorities.

Annual reports were solicited to obtain additional information on the foundations under study.

Heavy reliance on admittedly imperfect data from the *Foundation Grants Index* is largely compensated for by telephone and mail contact with foundations, grant recipients and related agencies, by analyses of Annual Reports, and by the mail survey of foundations.

The grant making activities of approximately 400 foundations reporting to the Grants Index were analyzed. These foundations account for 70% of all dollars awarded by the larger U. S. foundations during the period studied. The survey instrument was mailed to 140 foundations, out of which 102 responded.

The conclusions of the study are basically consistent with the findings of earlier research. In general, total grant dollars awarded to Hispanic needs and concerns are but a very small proportion of total foundation grants. Moreover, considering the size of the Hispanic population in the United States, the proportion of grants targeted for Hispanics seems very low. Foundations responsive to Hispanic needs and concerns are few and atypical, with one foundation alone accounting for a large percentage of the grant support provided.

Detailed recommendations for increasing foundations' commitment to Hispanic needs and concerns, and for improving research in the field, are offered in the last chapter.

SUMMARY OF FINDINGS

Percentage of Total Foundation Monies for Hispanics

Only 1% of the foundation grant dollars studied directly benefited Hispanics in the United States in 1977 and 1978. This represents a tiny 0.2% increase from a study on giving to Hispanics published five years earlier.

The 1% total probably overstates foundation giving for Hispanics since only larger and/or more responsive foundations are included in the Foundation Grants Index which was the primary data base for the study.

One Foundation's Support

One foundation alone, The Ford Foundation, provided over half (54%) of the support for Hispanic needs and concerns. The Ford grants were nine times greater in value than the foundation providing the next highest amount. Thus, excluding the Ford Foundation, all other foundations studied only provided 0.5% of their grant dollars available for Hispanics.

Seven Foundations' Support

Three-fourths of all foundation giving for Hispanics was provided by seven foundations: Ford, Robert Wood Johnson Foundation, Carnegie Corporation, Rockefeller Brothers Fund, W. K. Kellogg Foundation, Rockefeller Foundation and the San Francisco Foundation.

Proportion of Foundations which Give to Hispanics

Less than one-fourth of the foundations studied (95 out of 400) made any grants for domestic Hispanic needs and concerns.

Intensity of Foundation Support

Of these foundations, two-thirds (68%) gave only one or two grants in 1977 and 1978, while one-third (32%) gave three or more grants.

Number of Foundations which Give to Hispanics

The number of foundations giving to Hispanics appears to have

increased (from 73 reported in an earlier study of basically the same data base to 95 in this study). However, most of the foundations added to the list gave only one or two grants in the two-year period studied.

Foundation Sensitivity to Need for Minority Control

Foundations appear to have become more sensitive to the need of minorities to control programs funded for their benefit. This study found that 51% of the money benefiting Hispanics went to Hispanic-run organizations, versus 44% in a 1976 study. The proportion of grants made to Hispanic-controlled agencies showed an even more dramatic increase: 59% in this study versus 39% five years ago.

In addition, the percentage of foundations whose Hispanic grants are made *solely* to Hispanic-controlled agencies doubled in five years, while the percentage of foundations whose Hispanic grants are made *solely* to non-Hispanic agencies sharply fell.

Geographic Distribution of Hispanic Grants

Foundation dollars went to the Northeast region disproportionately to the Hispanic population residing there. The Northeast received 40% of all Hispanic grant dollars while only having 13% of the Hispanic population (for all grants where location identification is appropriate). The West received a fair share of the Hispanic grant dollars (45%) relative to its Hispanic population (47%) of U. S. Hispanics. However, Texas and New Mexico, and the North Central Region, received significantly lower shares of the total foundation dollars relative to their Hispanic populations. The Southeast and Northwest regions received no grants for Hispanics.

Fields of Interest for Hispanic Grants

Education was favored as the principal field of interest for Hispanic grants, accounting for 30% of dollars awarded. Surprisingly, legal advocacy and services was next most important at 25%. Research received 12%, community organization and development 11%, health services 10%, social services 6%, cultural activities 4%, and religion 2%.

Ethnicity of Beneficiaries

Chicanos and Puerto Ricans received less funds designated to them as beneficiaries in 1977-78 (58%) than in 1972-74 (67%). Hispanics in

general and mixed minorities (including Hispanics and other minorities) received more funds.

Most Favored Hispanic Donees

MALDEF (the Mexican-American Legal Defense and Education Fund) obtained almost one-third of all monies given to Hispanic-controlled agencies. This was three times as much as the next recipient, Aspira. MALDEF and 20 other Hispanic agencies received 45% of all foundation dollars for Hispanic needs and concerns, and 87% of the foundation dollars to Hispanic-controlled agencies.

Profile of Foundations Responsive to Hispanics

A survey of 140 foundations which gave one or more grants to Hispanics or other minorities (non-specified), provided the following profile of the 102 which responded:

- The larger a foundation the more likely it was to support Hispanics. Foundations with assets over $1 million are over-represented. Seventy percent of the 102 responding to the mail survey gave away more than $1 million in 1979.
- Community foundations were over-represented in the group and corporate foundations under-represented, compared to their numbers in the entire foundation population.

The following summary of the policies and procedures of the 102 foundations identified as responsive to Hispanics indicates how atypical these foundations are compared to the average foundation. It suggests what all other foundations might do to increase their access to Hispanics and other minorities.

Staffing Practices and Board Membership

Full-time staffing was reported by a very high number (92%) of responsive foundations, whereas the overwhelming majority of all foundations have no full-time staff. Hispanic Board membership was also atypical.

- Full-time Hispanic employees were reported by 12% of the responsive foundations.
- Hispanic consultants were utilized by 17% of the responsive foundations.
- Hispanic members of Boards of Trustees were reported by 12% of responsive foundations, whereas the Council on Foundations' study estimated that only 0.3% of all foundations had any minority Board members.

Communication Practices of Foundations Responsive to Hispanics

- Annual or biennial reports were claimed to be published by most (83%) of the responsive foundations, whereas only 2½% publish such reports.
- Mailing lists open to Hispanics (and all others) were claimed by 72% of responsive foundations. Only 11%, however, reported having special Hispanic mailing lists.
- Answering general information inquiry letters from prospective applicants is claimed at 97% of the responsive foundations.
- However, as inquiries become more complicated, such as about proposal length or format or about application deadlines, a lesser percentage reported responses (75-80%).
- Written acknowledgement of proposals received is claimed by 88% of the responsive foundations, while written rejection notices are reported by 95%.

Technical Assistance Practices of Foundations Responsive to Hispanics

- Feedback on preliminary drafts or concept papers is reportedly provided by 64% of the responsive foundations.
- Advice on other funding sources is reported to be offered by 44% although unsuccessful applicants receive this advice less than all applicants.
- Staff to expressly provide technical assistance to applicants is only claimed by 25% of the responsive foundations.

Advice Offered by Responsive Foundations for Minority Applicant Self-Improvement

Most responsive foundations chose not to offer such advice.

- Of those that did, 21% suggested that applicants should study foundation guidelines and adhere to them better in submitting proposals, 14% said applicants could conduct research to better target foundations to which proposals are submitted, 17% said proposal contents and structure need improvement, and 14% suggested that the management, budgeting and fund-raising capabilities of minority applicants should be strengthened.

Chapter I

INTRODUCTION

Designation and active employment of accumulated wealth for the public good or for specific needy sectors of society is a major justification of the free enterprise system. It is part of a democracy's response to charges of social inequity and neglect as compared to the massive social underwriting possible in authoritarian systems.

But the health of free systems depends upon institutional responsiveness to society's changing needs and aspirations, a responsiveness best guaranteed by open discussion and public records. The present study was undertaken by the Research Division of the Latino Institute in an effort to clarify and enhance the public record, to determine the level of support offered by private foundations to the needs and concerns of the Hispanic population in the United States during 1977-78.

The legal effects of social and economic processes in the United States over the past two decades have brought the needs and concerns of minorities into public view, rendering these needs and concerns a part of a definition of the "public good" to which most foundations consider themselves committed.

Research Studies

The literature on foundation support for minorities during the 1970s is scarce. Most researchers appear to have concluded that foundation support for minorities in general, and for Hispanics as a specific minority group, has been distinctly limited and that foundations should be more accountable and accessible to the public.

One of the earliest studies conducted to determine foundations' responsiveness to minority needs was done by the National Urban League (Jordan & Joseph, 1972). The Urban League examined grants made in 1970-71 as compiled in the *Foundation Grants Index* and concluded that:

- Less than 25% of the money granted in the field of welfare went to programs to serve Black and Spanish-speaking communities, but only 14% of all foundation grants in the field of welfare went to predominantly Black agencies.

- Over 40% of foundation grants for welfare went to "all-white" community programs.
- Child welfare grants for the Black community accounted for less than 5% of the $16 million granted for child welfare.
- Less than 10% of the grants for youth programs went for programs in the Black community.
- Only 3% of the money granted to help the aged went to the Black community.
- In the nebulous category "Race Relations," 33% of the money was granted to the NAACP, the Urban League, and other national Black organizations, while 67% was spread among hundreds of small local race-relations councils and discussion groups.
- Foundation grants to Black colleges and universities were only slightly larger than funds from the federal government.

The first major research study on foundations and minority groups that considered separately the responsiveness of foundations to the needs and concerns of Hispanics was conducted by the U. S. Human Resources Corporation of San Francisco and was directed by Herman Gallegos, under a grant from the National Science Foundation (U. S. Human Resources Corporation, 1975). This study was based on 1972-74 data from the Foundation Center regarding grants to minorities of Spanish and Asian descent. It also used individual and institutional interviews and examined much of the literature on foundations. A summary of Gallegos' findings on the grant-making activities of 77 foundations identified as supporting Hispanic and Asian minorities indicates that:

- Although Americans of Spanish heritage account for 5% of the total population, from 1972 to March of 1974 they received 0.8% of all funds disbursed in 1972-1973 by American foundations. Only 39% of grants went to agencies controlled by individuals of Spanish heritage. A regional identity favored Hispanic populations in the Northeast over the heavy Hispanic concentrations in the West and Southwest.
- Although Americans of Asian descent account for 0.6% of the national population, the data analyzed revealed that only 0.1% of the monies given by foundations in the years studied went to Asians. Only 23% of this small amount was awarded to agencies controlled by members of this minority group. A regional inequity benefited Chinese organizations in the Northeast. The West, with 57% of the Chinese-American population, received only 31% of the funds. Other Asian groups—Japanese, Korean, Philippino—were virtually ignored.

- There was a disproportionate number of scattered grants and few major longitudinal commitments to minorities.
- The small share of foundation money going to minorities was primarily spent on conservative, low-risk projects; money flowed freely to educational institutions.

According to Schlef and Barcelo (1979), the biggest givers to Latinos have been: The Ford Foundation, Carnegie Corporation of New York, Akbar Fund, Rockefeller Brothers Fund, and the Victoria Foundation. Latino organizations obtaining most of the money are "the well established organizations with clearly defined programs and well worked outlines of communication to foundation officers." In terms of grant amounts, Schlef and Barcelo found that the majority of grants were "small, one-shot awards" (less than $20,000).

A common finding among the studies reviewed are the various institutional policies and procedures, consistently criticized by researchers, regarding foundation support for minorities. For instance:

- Many foundations remain content to "stay home." Few foundations seem willing to expend the money and manpower needed for on-site investigations (Margolis, 1973).
- Minorities are not represented at the professional staff level in foundations (McCallough, 1973).
- Foundations prefer "traditional" areas of giving and conservative, low-risk projects.
- Minorities are not represented on foundation governing boards; and board members tend to be of an elistist background (Jordon & Joseph, 1972; U. S. Human Resources Corporation, 1975; Schlef & Barcelo, 1979).
- Potential grantees are rarely given technical assistance (Bay Area Committee for Responsive Philanthropy, 1979).
- Applicants are seldom told the reasons for proposal rejection (Bay Area Committee for Responsive Philanthropy, 1979).

Research Problems in the Area of Foundation Grants

Methodological problems arose in the early stages of the study, some inherent to the genre, others determined by current—but not immutable—conditions. Details and recommendations follow.

Conducting Research on Foundations

- Scientific research on foundations' grant-making activities and institutional policies and procdures is not possible unless a considerable amount of time and financial resources are allocated for this purpose.

Several factors create this situation: (1) there is not enough information on the subject available in the public record, (2) the limited information available is inaccurate to an undetermined degree, and (3) most foundations are reluctant to aid researchers trying to complement the available information on foundation grant-making activities, policies, and procedures.

The Council on Foundations, the Foundation Center and the National Committee for Responsive Philanthropy (NCRP) are aware of the poor "state-of-the-art" in foundation research. However, no concerted effort has been initiated to solve the problem. It seems that each organization is trying to confront the problem in a different way.

The NCRP conducts, encourages, and sponsors research studies conducted by representatives of local donee groups and is well aware of some of the problems of research into foundation patterns. However, local and regional Committees for Responsive Philanthropy conducting research on foundations are not so aware, and this is reflected in their reports. The credibility of their studies is then questioned by the Council on Foundations, from which many foundations rely for information.

The Council on Foundations (CF), while representing some 950 foundations, is considerably isolated from donees and from donee groups conducting research on foundations. Although it is now developing a data base of members, the data being gathered is for the most part organizational. For data on grant-making activities, the Council on Foundation relies, like most researchers, on the Foundation Center.

The Foundation Center, being the most comprehensive source of information on foundations, and receiving financial support from them, has a great responsibility towards researchers and the general public. The Center allows researchers and donees the use of its facilities and of its data—which are helpful but not wholly accurate. It seems that—at least for grants given in support of Hispanics—there are errors and inaccuracies in the description and coding of grants.

Improving the Research

The NCRP, the CF, and the Foundation Center, all engaged in conducting research on foundations, and having offices in Washington, D.C., should explore ways in which they can collaborate to improve the state-of-the-art. The following points are several of many that should be considered:

- When promoting research studies, the NCRP should advise researchers on necessary measures to insure credibility for each research study conducted on foundations.
- The Council on Foundations should engage in its own research and assist researchers in obtaining higher rates of response from foundations included in survey studies.
- The system used by the Foundation Center staff for the codification and description of grants should be examined. Errors in the data banks must be corrected.
- Researchers on foundation grant-making activities should be encouraged to use the *Foundation Grants Index* data base whenever possible, instead of using only IRS forms 990-AR which offer extremely limited information. Also, FGI should not be an exclusive source.
- Foundations should be encouraged to include in their Annual Reports an informative description of the purposes of their grants and the names, addresses, and telephone numbers of donees.
- Until the system used by the Foundation Center to code and describe listed grants is improved, foundations should collaborate in the quest for accuracy by examining the bi-monthly listing of grants made by the Foundation Center and published in *Foundation News* by the Council on Foundations. Foundations can then inform the Center of errors found in the listings.

Chapter II
DESCRIPTION OF STUDY

The present study examines the support offered by foundations to Hispanics[1] in the U. S. during the two most recent years for which data was available during the study: 1977-78. Support by foundations to Hispanics is examined under the following classifications.

- foundations acting as donors
- groups designated as recipients
- ethnicity of beneficiaries
- Hispanic control of recipient boards of directors
- geographic coverage of grants
- fields of interest in which grants were awarded

Earlier parallel studies are outdated and/or depend upon the computerized data from the *Foundation Grants Index* prepared by the Foundation Center. The present study utilizes the Index (for 1977 and 1978) on the basis of a manual search across 29,674 entries to identify and analyze grants which support Hispanics.

Grants awarded to Hispanic or "Spanish-speaking" organizations, or for the benefit of Hispanics living in the United States, excluding grants given to Puerto Ricans living in the Commonwealth of Puerto Rico, were extracted for further investigation.

The following categories were used to classify grants according to ethnicity:

1. Chicano - grants given to Mexican American recipients and/or for the benefit of Mexican American persons.
2. Puerto Ricans - grants given to Puerto Rican recipients in the United States, and/or for the benefit of Puerto Ricans in the U. S.
3. General Hispanic - grants given to Spanish and/or Hispanic recipients, not clearly Chicanos or Puerto Rican, to benefit

1. The term "Hispanic" is used here to describe a variety of ethnic groups of Spanish origin, including Chicano or Mexican-American, Puerto Rican, Cuban, and persons from other Spanish-speaking Caribbean and Latin-American countries who reside in the United States. It is synonymous with the term "Latino."

"Hispanics," "the Spanish-speaking," or "Latinos;" terms that may include more than one Hispanic minority group.

4. Mixed - grants given to benefit one or several Hispanic minorities *and* other non-Hispanic minorities, such as a grant "for Chicanos, Puerto Ricans, American Indians, and Blacks."

The eighteen states in which grants were awarded for the benefit of Hispanics were grouped in the following regions:

Northeast:	Connecticut, Massachusetts, New York, New Jersey, Pennsylvania, District of Columbia.
North Central:	Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin, Nebraska.
Southwest:[2]	Colorado, Arizona, California, Texas, New Mexico.

Grants intended to benefit all regions were classified as "national."

Grants selected from the Index were recorded on note cards by an Hispanic recorder.[3] One card was prepared for each grant. With a second enumerator, the recorder checked the note cards against the Index for omissions, duplications, and errors. All grant cards were then photocopied in sets of different colors for a preliminary analysis, as follows:

1. (White) - Alphabetically arranged by grantees
2. (Green) - Alphabetically arranged by foundations
3. (Peach) - Arranged by ethnicity of recipients
4. (Yellow) - Arranged by fields of interest in which grants were made.

The copies were again checked to assure that all card sets were equal.

The first two sets of cards allowed researchers to identify which foundations made the largest number of grants (and gave the largest amounts) to benefit Hispanics and which agencies, institutions, and organizations received the largest number of grants (and dollar amounts) for the benefit of Hispanics.

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2. This clarification differs from that utilized by Gallegos' study, but one which we believe is more accurate.

3. While a computerized system might have been equally helpful, the cost could well have proved prohibitive since searches had to be carried out constantly and FGI inaccuracies repeatedly checked.

While analyzing cards to categorize them in sets 3 and 4, inaccuracies were discovered in the Index entries. All such inaccuracies were corrected through telephone conversations or information provided by foundations. Although every grant could not be checked, spot checks were made to further reduce the number of inaccuracies that might remain undetected.

The following assumptions were made when classifying grants:

(a) All grants given to an agency having "La Raza" as part of its legal title were considered Chicano, even if not specifically described as such in the grant purpose.

(b) All grants given to agencies having a special reference to Puerto Rican history and culture as part of their legal names were likewise considered Puerto Rican.

(c) Institutions thus assumed as Chicano or Puerto Rican were also assumed to be minority controlled.

(d) Grants to provide "bilingual" "bicultural" (or both), services in states and cities with a high concentration of Hispanic populations, or when Hispanics were the largest average ethnic minority, were assumed to be Spanish-English bilingual, and therefore related to the Hispanic population.

Random telephone calls (to donees) for each assumption confirmed our hypothesis.

Findings of the Manual Search

General Findings

In the 1977-78 *Foundation Grants Index,* 302 grants were identified as of direct benefit to Hispanics in the United States. These were given by 95 foundations and had a total value of $16,078,595, which represents 1.0% of the total value of grants recorded by the 1977 and 1978 FGI for all recipient agencies in the United States. However, if the fact that The Ford Foundation contributed 54% of the total dollar value is taken into account, the amount given by the remaining 94 foundations is reduced to $7,418,183, which would then represent 0.5% of all monies recorded in the 1977-78 Grants Index. The 302 grants to benefit Hispanics represent nearly 1.0% of the total number of grants (29,672) recorded for the same period.

Of all grants to benefit Hispanics, 178 or 59% were allocated to agencies having at least 50% Hispanic representation on the Board of Directors. Non-Hispanic-controlled agencies received a total of 124 grants or 41% of the total number of grants identified. However, grants to non-Hispanic controlled agencies averaged a higher dollar amount.

Table 1

A Comparison of Findings by Latino Institute and the Human Resources Corporation on Foundation Support for Hispanics, 1977-78 and 1972-March 1974

Category	Latino Institute 1977-78	Human Resources Corp. 1972-March 1974
1. Total number of grants for the benefit of Hispanics	302	217
2. Total number of grants for all groups	29,672	17,000[a]
3. Grants to benefit Hispanics as percentage of all grants	(1.0%)	(1.2%)
4. Total number of non-Hispanic grants	29,370	Not available
5. Number of foundations supporting Hispanics	95	73
6. Total dollar value of grants given to Hispanics	$16,078,595	$11,557,490
7. Total dollar value of all grants in the period	$1,591,781,291	$1,453,126,618[a]
8. Total dollar value of all non-Hispanic grants	$1,575,702,696	Not available
9. Total dollar value of Hispanic grants as percent of total dollar value of all grants	(1.0%)	(0.8%)
10. Average grant for the benefit of Hispanics	$53,064	$53,260
11. Average grant for all groups combined	$53,646	$85,598[b]
12. Average grant for all non-Hispanic groups	$53,652	Not available

a. The precise number and amount for items 2, 7, and 9 are not provided by HRC. The above are estimates from HRC as reported in page 59 of its report. Grants (and amounts) for January 1972-March 1974, although included for the selection of Hispanic grants, were not included by HRC in these estimates. The percentage in Item 3 is, likewise, derived from the estimates.

b. Since the precise dollar values of all grants recorded for the period are not given, we cannot ascertain how HRC obtained this figure and whether it reflects not having counted grants in 197[illegible].

Table 1 compares the present general findings with those released in 1975 by the Human Resources Corporation (from 1972 to March 1974).[4] Although the number of foundations now supporting His-

4. Such a comparison is insufficient for establishing trends in foundation giving patterns, in view of the limited number of years covered by the responsive research projects. However, some analysis of continuity is suggestive and can be useful for future studies.

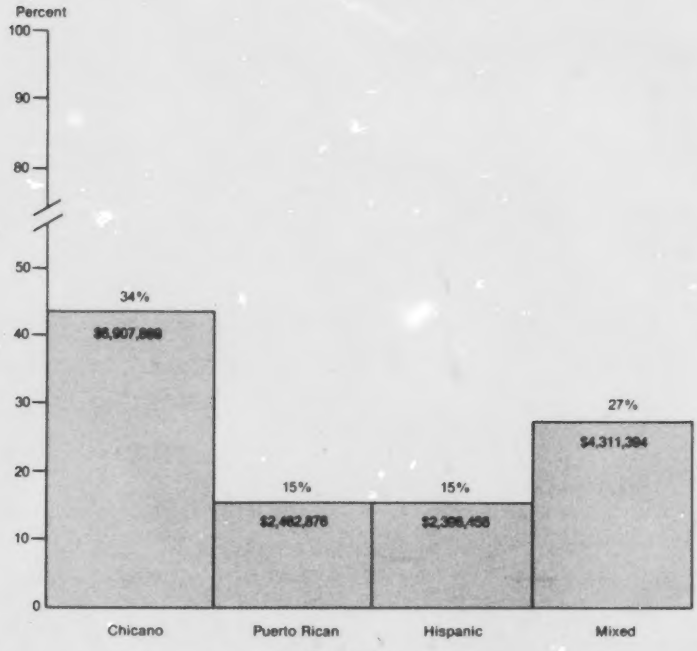

Figure 1

Total Amount and Relative Percent of Total Dollar Amount ($16,078,595) Awarded to Hispanic Beneficiaries, by Ethnicity of Beneficiaries

panics appears to have increased, the average grant has decreased. The HRC figure for the average grant received by all groups combined is much higher than the one found later by Latino Institute researchers, suggesting a diminishing of the disparity between the average grant given to Hispanics and the corresponding average for all groups.

Ethnicity of Beneficiaries

Figure 1 illustrates the percentage of grant monies awarded for the benefit of Hispanics, by ethnicity of beneficiaries. Appendix B offers additional details. Chicanos obtained the largest amount—43% of the total dollar amount given. Puerto Ricans received 15%, and other Hispanics (often called "Spanish-speaking" or "Latinos" in grant descriptions) received another 15%. The "Mixed" category received

Table 2

Distribution of Total Dollar Amount Awarded for the Benefit of Hispanics, by Ethnicity of Beneficiaries

Classification	Latino Institute 1977-78		Human Resources Corp. 1972 to Mar 1974	
	Amount	(%)	Amount	(%)
Chicano	$6,907,869	(43)	$5,614,495	(48)[a]
Puerto Rican	2,462,876	(15)	2,174,285	(19)
Hispanic	2,396,456	(15)	1,446,796	(12)
Mixed	4,311,394	(27)	2,271,914	(20)
Cuban	None		50,000	(0.4)
Totals	$16,078,595	(100)	$11,557,490	(99.4)[b]

a. On page 65 of the HRC report this percentage is given as 40%. The percentage here was calculated from Table V-A, p. 282 of the HRC Report.
b. Percentages do not total 100 due to rounding.

the remaining 27%. It must be noted that a single grant given to Educational Testing Service in the amount of $2,950,487, "for fellowships for Mexican Americans, American Indians and Puerto Ricans," skews the "Mixed" percentage, as it accounts for more than half the monies in this category. Table 2 compares the data presented in Figure 1 with HRC's findings.

The percentages received by both Chicanos and Puerto Ricans of the total dollar amounts given for Hispanics in 1977-78 are less than those found for the 1972-74 period. The percentages for the general "Hispanic" and "Mixed" categories appear higher now than for 1972-74.

Hispanic Control in Agencies Acting as Donees

Table 3 compares the number of grants and percentage of total dollar value awarded to minority and non-minority-controlled agencies with those of the HRC study. However, it must be observed that HRC refers only to "organizations actually controlled by minorities," not to Hispanic-controlled organizations (where at least 50% of the board members are of Hispanic origin). Bearing in mind the possibly divergent criteria and the limited number of years alluded to, the table may be interpreted as suggesting growth in the sensitivity of founda-

Table 3

Number of Grants and Percent of Total Dollar Value Awarded for the Benefit of Hispanics, to Minority and Non-Minority-Controlled Agencies

Category	Latino Institute 1977-78		Human Resources Corp. 1972-March 1974	
Number of grants allocated to minority (HRC) and Hispanic-controlled (LI) recipient agencies	178	(59%)	85	(39%)
Number of grants allocated to non-Hispanic agencies	124	(41%)	119	(55%)
Totals	302	(100%)	204	(94%)[a]
Percent received by minority agencies of total dollar value awarded to Hispanics		51%		44%
Percent received by broker agencies of total dollar value awarded to Hispanics		49%		55%
Totals		100%		99%[b]

a. There were several grants about which HRC could not determine board control.
b. Percentages do not total 100 due to rounding.

Table 4

Distribution of Total Dollar Amount Awarded to Hispanic-Controlled Agencies for the Benefit of Hispanics, 1977-78, by Ethnicity of Beneficiaries[a]

Ethnicity of Beneficiaries	Dollar Amount Received	Percentage of Total Dollar Amount	Number of Grants	Percentage of Total
Chicano	$5,229,817	(64)	64	(36)
Puerto Rican	2,171,488	(26)	62	(35)
Hispanic	820,094	(10)	51	(29)
Mixed	—	—	—	—
Total	$8,221,399	(100)	177	(100)

a. Figures are taken from the *Foundation Grants Index*.

tions to the need of minorities to control programs created for their benefit, since a higher percentage of grants and a higher percentage of total dollar value were apparently awarded to Hispanic-controlled agencies (as opposed to others) in 1977-78 than in 1972-74.

Hispanic Control in Agencies Acting as Donees, by Ethnicity

A distribution of the total dollar amount awarded to Hispanic-controlled agencies, by ethnicity of beneficiaries (Table 4), shows that Chicanos received the most grants. Puerto Ricans received almost the same number of grants but a much smaller total dollar amount. Together, Chicano and Puerto Rican institutions received 90% of all monies given to Hispanic-controlled agencies.

When the total dollar amount given to non-Hispanic-controlled agencies, by ethnicity of beneficiary, is distributed separately (Table 5), it is seen that non-Hispanic agencies controlled 100% of the monies awarded for "mixed" minorities. The largest dollar amounts and number of grants to non-Hispanic-controlled agencies were awarded to benefit "mixed" minorities.

Table 5

Distribution of Total Dollar Amount Awarded to Non-Hispanic-Controlled Agencies for the Benefit of Hispanics, 1977-78, by Ethnicity of Beneficiaries[a]

Ethnicity of Beneficiaries	Dollar Amount Received	Percentage of Total Dollar Amount	Number of Grants	Percentage of Total
Chicano	$1,678,952	(21)	26	(21)
Puerto Rican	291,388	(4)	3	(2)
Hispanic	1,576,362	(20)	71	(57)
Mixed	4,311,394	(55)	25	(20)
Total	$7,857,196	(100)	125	(100)

a. Figures are taken from the *Foundation Grants Index*.

Figure 2 illustrates the percentage of total grant monies awarded to Hispanic beneficiaries, as distributed among types of recipient agencies.

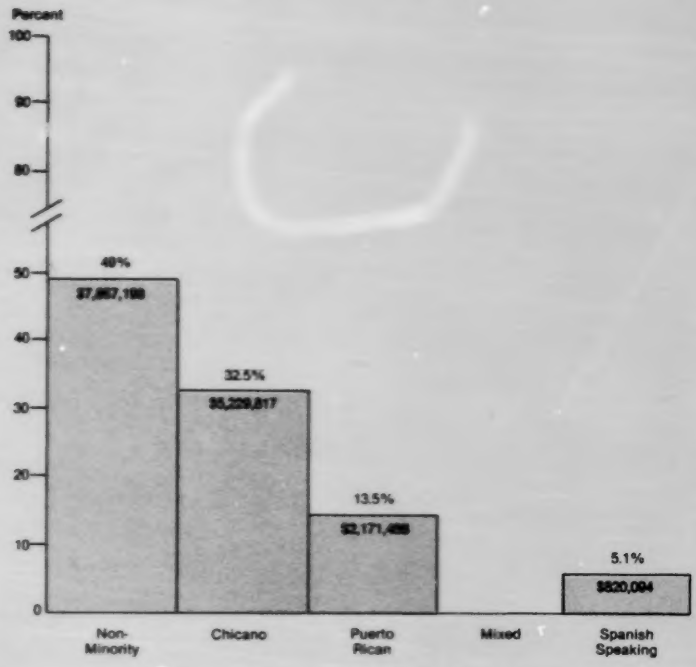

Figure 2

Amount and Percent of Total Grant Monies to Hispanic Ethnic Beneficiaries ($16,078,595) for Hispanic-Controlled Agencies

Individual Foundations Supporting Hispanics and Number of Grants Awarded

As evidenced in Appendix C, only 95 foundations supported Hispanic needs and concerns, as recorded in the 1977-78 FGI. Figure 3 shows the frequency of individual foundations supporting Hispanics, according to the number of grants awarded. Most foundations gave one or two grants.

Table 6, in comparing the findings of the present study with those of HRC, shows a higher percentage of single-grant givers for the more recent survey than for HRC.

As illustrated in Figure 4, of the 95 foundations supporting Hispanic needs and concerns, most supported both Hispanic and non-Hispanic-controlled donees. Of those that did not, more gave grants solely to non-Hispanic-controlled agencies. More details on this may be found in Appendix D.

Table 6

Frequency of Individual Foundation Support to Hispanics, by Number of Grants Awarded

Number of Grants	Number of Foundations			
	Latino Institute 1977-78		Human Resources Corp. 1972-March 1974	
	N	(%)	N	(%)
1 - 2	64	(68)	47	(64)
3 - 4	12	(13)	15	(21)
5 - 6	8	(8)	4	(5)
7 - 8	4	(4)	3	(4)
9 - 10	4	(4)	2	(3)
11 or more	3	(3)	2	(3)
Totals	95	(100)	73	(100)

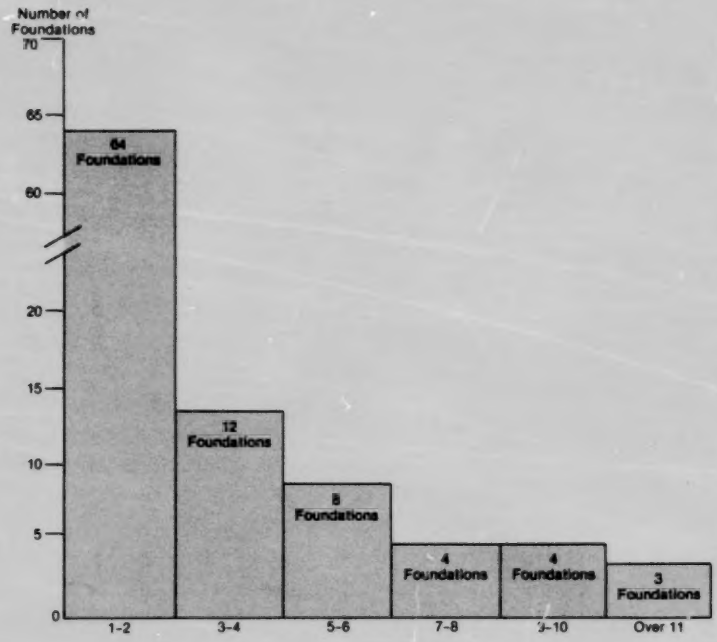

Figure 3

Frequency of Individual Foundations Supporting Hispanic Needs and Concerns, by Number of Grants, 1977-78

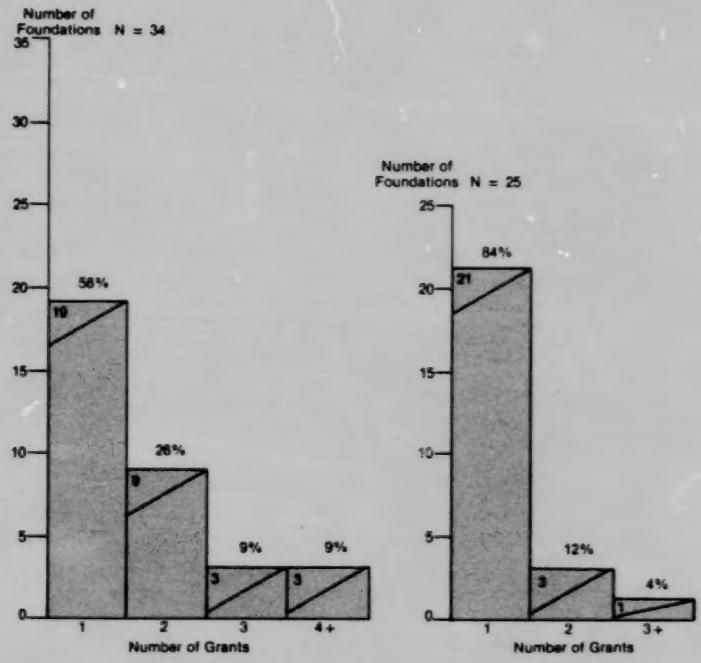

Figure 4

Frequency of Individual Foundations Contributing Solely to Hispanic Recipient Agencies and Solely to Non-Hispanic Agencies, According to Number of Grants

Chapter III
PATTERN OF FOUNDATION GIVING

The Largest Donors

In examining information on grants supporting Hispanic needs and concerns, The Ford Foundation must be treated separately, since it accounts for more than half (54%) of total monies given in the studied period. The total dollar amount awarded by The Ford Foundation in support of Hispanics, as recorded by the *Foundation Grants Index,* was $8,660,412, distributed among 36 grants (see Table 7).

While the number of grants given by The Ford Foundation was equally distributed between Hispanic and non-Hispanic controlled agencies (18 grants to each), the same cannot be said of the dollar amounts given in each category: 62% of the total dollar amount was received by non-Hispanic-controlled agencies, and the remaining 38% by Hispanic-controlled groups. However, as shown in Table 7, if three grants given by The Ford Foundation to Educational Testing Service to directly benefit Hispanics are counted as grants to Hispanic-controlled agencies, the percentage of support by The Ford Foundation to this group of agencies reaches 78%. Furthermore, it should be noted that The Ford Foundation now accounts for a higher percentage of all monies given in support of Hispanics than it did for the 1972-74 period.

The Ford Foundation was the largest contributor to Chicano needs and concerns, accounting for nearly 54% of *all* monies received by this group. Moreover, 31% of all monies given for the benefit of Puerto Ricans and 91% of the *total* dollar amount given for mixed minorities were donated by The Ford Foundation.

The *Robert Wood Johnson Foundation* (New Jersey) was the second largest giver to Hispanic needs and concerns, awarding almost a million dollars in support of Hispanics. The full amount was given to Hispanic-controlled agencies, distributed in four grants, for an average grant of $245,248. Two grants went to Chicanos (totaling $657,185) for primary and community health services and two to Puerto Ricans (totaling $323,808) for an Aspira program to increase enrollments in medical schools.

Table 7

The Ford Foundation Contributions in Support of Hispanic Needs and Concerns, FGI, 1977-78[c]

Agency Type	Chicano	Puerto Rican	Hispanic	Mixed	Total
Hispanic-controlled Agencies	$2,697,200	$510,925	$100,000		$3,308,125
Non-Hispanic-controlled Agencies	1,047,000[a]	252,000	127,500	$3,925,787[b]	5,352,287[c]
Totals	$3,744,200	$762,925	$227,500	$3,925,787	$ 8,660,412

a. Of this amount, $500,000 went to ETS for research awards to Chicano college teachers and are of direct benefit to Chicanos.

b. A grant of $2,950,487 went to ETS for fellowships to Mexican Americans, Puerto Ricans and American Indians.

c. If the three grants given to ETS for fellowships are counted as Hispanic-controlled grants, the contributions of The Ford Foundation to Hispanic-controlled agencies increase by $3,450,487, leaving the contribution to non-Hispanic-controlled agencies at $1,901,800 or 22% of the total funds awarded.

Carnegie Corporation of New York ranked as the third largest giver to Hispanic needs and concerns, with six grants amounting to $745,800. Carnegie gave four grants to Hispanic-controlled agencies, amounting to $522,400 or 70% of the total monies it gave to Hispanics, and the remaining two grants ($223,400) to non-Hispanic-controlled agencies. Of the total monies given to Hispanic-controlled agencies, Carnegie gave three grants ($272,400) to Chicanos and one grant to Puerto Ricans ($250,000). These four grants were given to the Mexican American Legal Defense and Education Fund (MALDEF) and its Puerto Rican counterpart (PRLDEF).

The *Rockefeller Brothers Fund* ranked as the fourth largest donor to Hispanic needs and concerns, awarding a total dollar amount of $612,460 in 13 grants. Ten grants, amounting to $527,460 or 86% of all the monies given by the Rockefeller Brothers Fund in support of Hispanics, went to Hispanic-controlled agencies. The remaining $85,000 was distributed in three grants to non-Hispanic-controlled agencies: two grants of $30,000 each to the Fund for Theological Education in Princeton, N.J., and $25,000 to the New York City Mission Society (for Acción Civica Evangelica, a community service agency of some 450 churches serving the Latino community of New York City).

Grants given by the Rockefeller Brothers Fund to Hispanic-controlled agencies were distributed as follows:

Puerto Rican (6 grants)	Total amount: $313,960
Chicano (4 grants)	Total amount: $213,500

Grants to Puerto Rican agencies included four grants to PRLDEF ($140,000), a grant to Amigos del Museo del Barrio ($146,960), and a grant to the Puerto Rican Association for Community Affairs ($27,000). Grants awarded to Chicano agencies included three general support grants to MALDEF ($140,000) and one program support grant to the National Council of La Raza ($73,500).

The foundation ranking as the fifth largest supporter of Hispanics awarded only one grant, which went to a non-Hispanic-controlled agency. The *W. K. Kellogg Foundation* awarded $398,600 to Adams State College in Alamosa, Colorado, as a two-year grant singly recorded in 1978. This grant's stated purpose is "to continue educational program to improve social and economic conditions in San Luis Valley of Colorado with particular focus on the Spanish-American population." The 1978 *Foundation Grants Index* states that this grant brings total foundation assistance for this project to $1,168,491. However, researchers for the present study found no amount recorded in the 1977 FGI for this project.

Rockefeller Foundation ranked sixth in foundations awarding the largest total dollar amounts in support of Hispanic needs and concerns. It awarded a total of two grants amounting to $368,500, both to Hispanic-controlled agencies. The largest grant went to MALDEF ($300,000) and the second largest to Aspira ($68,500).

With the exception of the W. K. Kellogg Foundation, located in Michigan, the six largest donors to Hispanic needs and concerns are located in New York and New Jersey. The seventh largest donor is located in the West: *San Francisco Foundation.* This foundation awarded a total amount of $340,786 in support of Hispanics, distributed among ten grants of which six ($222,546 or 65%) went to Hispanic-controlled agencies and four to non-Hispanic controlled agencies. Most of the Hispanic-controlled grants awarded by this foundation went to Chicanos (five grants totaling $210,726) for diverse purposes: expansion of employment opportunities ($25,300, MALDEF); bilingual legal aid ($25,000, La Raza Centro Legal); Summer Legal Studies ($9,240, Organization for the Legal Advancement of La Raza); child mental health ($122,406, Southern Alameda

County Committee for Raza Mental Health), and vocational training ($28,600, La Raza Silkscreen Center). Of the four grants given to non-Hispanic-controlled organizations, three went to Mexican Museum and arts programs. Table 8 summarizes the above information on foundations ranking one to seven. These foundations accounted for 75% of all monies given in support of Hispanic needs and concerns in 1977-78.

Table 8

Foundations Giving the Largest Total Dollar Amount in Support of Hispanic Needs and Concerns, 1977-78

Foundation	General		Hispanic-Controlled Agencies	
	Amount Given	Total No. of Grants	Number of Grants	Percentage of Monies
1. Ford Foundation	$8,660,412	36	18	(38)
2. Robert Wood Johnson Foundation	980,993	4	4	(100)
3. Carnegie Corporation of New York	745,800	6	4	(70)
4. Rockefeller Brothers Fund	612,460	13	10	(86)
5. W. K. Kellogg Foundation	398,600	1	0	(0)
6. Rockefeller Foundation	368,500	2	2	(100)
7. San Francisco Foundation	340,786	10	6	(65)

Agencies Receiving the Largest Total Dollar Amount

Table 9 ranks the 22 Hispanic-controlled agencies that received the largest amount of monies given by foundations. These 22 agencies received a total of $7,188,695, an amount representing 45% of all monies given in support of Hispanics and 87% of all monies given to Hispanic-controlled agencies. Thirteen of these agencies (59%) are Chicano, seven (32%) are Puerto Rican and two (9%) are generally categorized as Hispanic.

Table 9

Hispanic-Controlled Agencies Receiving the Largest Amount of Foundation Funds

Donee	Number of Grants	Amount	Ethnicity
MALDEF	16	$2,395,200	Chicano
Aspira	18	756,028	Puerto Rican
Puerto Rican Legal Defense and Education Fund (PRLDEF)	15	739,000	Puerto Rican
National Council of La Raza	7	633,976	Chicano
Clinica de la Raza	5	402,185	Chicano
Barrio Comprehensive Child Care Center	1	390,000	Chicano
Mexican American Unity Council	2	310,000	Chicano
Chicanos Por La Causa	2	250,000	Chicano
Southwest Voter Registration Project	4	160,000	Chicano
Plaza de La Raza	2	125,000	Chicano
Hispanic Office of Planning and Evaluation	4	123,500	Hispanic
Southern Alameda County Committee for Raza Mental Health	1	122,406	Chicano
La Casa de Puerto Rico	1	118,000	Puerto Rican
Chicano Education Project	3	110,000	Chicano
Migrants in Action	5	109,400	Chicano
Mexican American Cultural Center	2	70,000	Chicano
Focus, Inc.	4	70,000	Puerto Rican
Puerto Rican Association for Community Affairs	4	67,000	Puerto Rican
Alianza Hispana	4	62,000	Hispanic
Acción Puertorriqueña	1	60,000	Puerto Rican
La Raza Centro Legal	4	60,000	Chicano
Universidad Boricua	3	55,000	Puerto Rican
Totals	108	$7,188,695	

The agency receiving the largest total dollar amount was MALDEF, accounting for 15% of all monies given in support of Hispanics and 33% of all monies received by the 22 agencies in the table. Aspira of America, including its offices in New York, New Jersey, Illinois, Puerto Rico, and Pennsylvania, ranked second. Aspira received a larger number of grants than MALDEF, but less than a third of the monies.

Taken as a group, Chicano agencies received $5,138,167 (71%) Puerto Rican agencies received $1,862,031 (26%), and Hispanic agencies $185,500 (3%) of the total monies accounted for in Table 9. By only considering the number of grants received, Chicano agencies obtained 54 grants (50%), Puerto Rican agencies accounted for 46 grants (43%) and Hispanic agencies received 8 grants (7%). Puerto Rican agencies received almost as many grants as Chicano agencies but close to one third the total dollar amount.

Geographical Distribution of Grants

Including grants given for "national" purposes—all of which were given for national fellowships—the highest of the total dollar amount went to the Southwest. The second largest amount went to the Northeast. The seven states in the North Central region received 3% of the funds (Table 10). Latino Institute's findings show poor correspondence between the distribution of grants and the distribution of Hispanic population groups quoted by the Human Resources Corporation.[1]

Table 10

Regional Distribution of Total Dollar Amount Awarded by Foundations in Support of Hispanics as Compared to Distribution of Hispanic Population in the Regions

Region	Percentage of Hispanic Population in the U.S.[a]	Regional Percentage of Total Funds Awarded by Foundations for Hispanics
Southwest	78	43
Northeast	13	32
North Central	9	3

a. U. S. Census information as quoted by HRC, pp. 76-77.

1. U. S. Human Resources Corp., *U. S. Foundation and Minority Group Interests*, p. 66.

Table 11

Adjusted Regional Distribution of Total Dollar Amount Awarded By Foundations in Support of Hispanics as Compared to Distribution of Hispanic Population in the Regions[a]

Region	Percentage of Hispanic Population in the U.S.[b]	Adjusted Percentage of Total Funds Given by Foundations
Southwest	78	56
Northeast	13	40
North Central	9	4

a. Excluding funds given for national purposes.
b. U. S. Census information as quoted by HRC, pp. 76-77.

Following HRC's procedures, the percentages shown in Table 10 were adjusted by excluding funds given for national purposes. The adjusted percentages (Table 11) show better correspondence for the Southwest and a disproportionately higher percentage for the Northeast. (Original HRC figures differentiated between South and Western regions, showing greater disparities for these areas.)

Appendix E provides information on the total dollar value of grants supporting Hispanic needs and concerns, by ethnicity of beneficiary and region where donees are located. (This table differentiated the Southwest region into both South and West.)

Fields of Interest in Which Grants Were Awarded

Foundation support for Hispanic needs and concerns can be separated into eight broad fields of interest:

(a) *Social Services* - Refers to grants received by agencies providing a wide variety of services to Hispanic individuals, youth, families and migrants. These include bilingual/bicultural services and general or organizational support for agencies providing these services.

(b) *Community Organization and Development* - Refers to grants received by community agencies devoting efforts to improve social and economic conditions through coalitions and con-

certed citizen action. It is distinguished from "social services" by the fact that activities under this second category are not concerned with services to individuals or particular groups in Hispanic communities (youth, the family, migrants) but with the community as a whole.

(c) *Civil Rights and Legal Services* – Refers to grants received by MALDEF, PRLDEF, and similar agencies working in the area of Hispanic civil rights, including voter registration, litigation in courts, direct legal services, publications about the rights of Hispanics, grants for general support of agencies, and legal education/internships provided by these agencies.

(d) *Research* – Grants to support research activities of direct relevance to Hispanics or a single Hispanic group in the U. S.

(e) *Education* – Grants to support educational leadership, the provision of scholarships, bilingual/bicultural education and language instruction, adult education, remedial education and improvement of academic programs; all expressly given for Hispanics.

(f) *Health* – Includes physical and mental health services, training in the health professions, and general support to agencies providing these services for the Hispanic population.

(g) *Arts and Humanities* – Includes grants supporting the improvement of library collections, music instruction, support for Hispanic performing arts, conferences on subjects in the humanities, Hispanic art exhibits, and the development of films on specific Hispanic groups.

(h) *Religion* – Includes grants for a concerted action of Hispanic churches, for fellowships in theological education, and for a conference of Hispanic bishops.

Appendix F shows the distribution of total dollar amounts awarded in each of these eight fields of interest. Figure 5 illustrates the same information.

The field of interest receiving the highest percentage of the total monies allocated in support of Hispanics was Education (30%). Civil Rights and Legal Services ranked second (25%). Research ranked third (12%). Community Organization and Development ranked fourth (11%), Health fifth (10%). Social Services, ranking sixth, received 6% of all the monies. This low figure partly reflects the division of services between this category and Community Organization and Development. Taken together, Social Services and Community Organization and Development would account for 21% of the total dollar amount given in support of Hispanics and would rank third in

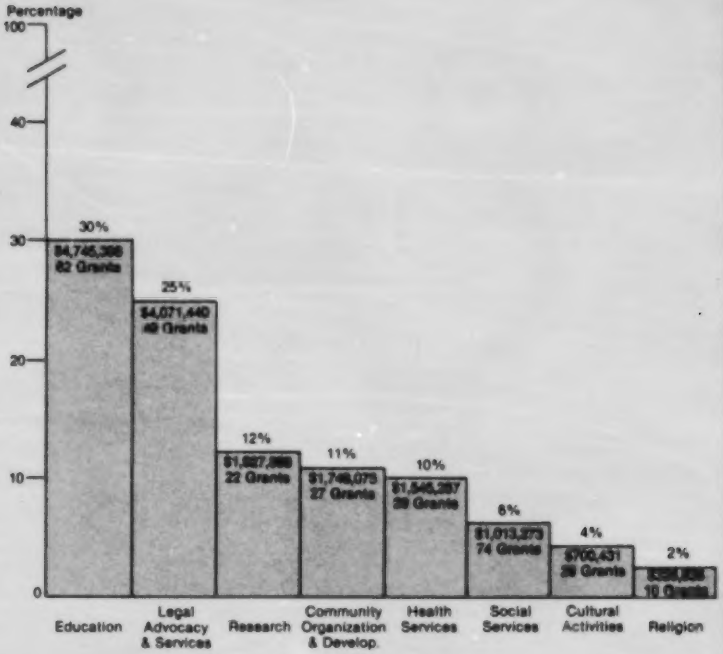

Figure 5

Distribution of Total Dollar Amount Given for Hispanic Needs and Concerns, by Field of Interest

order to importance. Arts & Humanities and Religion ranked lowest, 2% and 4% respectively.

The following examples of substantial grants in each category show the kinds of projects supported:

Education

The five largest grants in this field of interest were awarded by The Ford Foundation:

- $2,950,487 to Educational Testing Service for graduate fellowships for mixed minorities.
- $600,000 to Washington International School for a bilingual/bicultural school, nursery to 12th grade, and for purchase of land.

- $150,000 to Western Service Systems in support of the Chicano Education Project.
- $125,000 to the California State University to prepare Mexican American undergraduates for teaching jobs in barrio schools, including bilingual training.
- $95,000 to Research Foundation of SUNY Empire State College for an experimental off-campus degree program for Hispanic working adults in New York City, in cooperation with Solidaridad Humana.

These five grants amounted to $3,920,487 or 83% of the total dollar amount invested by foundations in this field of interest. The other 57 grants in this field accounted for the remaining 17%, the average grant among these amounted to $14,472.

Civil Rights and Legal Services

Of the seven large grants in this field, four were awarded by The Ford Foundation. The seven grants were the following:

- $887,200 to MALDEF from The Ford Foundation for a two-year grant for civil rights litigation, public policy research, and a Mexican American women's rights project.
- $700,000 to MALDEF from The Ford Foundation for a two-year grant for activities to protect legal rights of Mexican American communities and studies of public policy issues.
- $300,000 to MALDEF from Rockefeller Foundation for orderly social change and legal redress to expand rights of Mexican Americans.
- $300,000 to the National Council of La Raza from The Ford Foundation, purpose not specified.
- $250,000 to MALDEF from the Carnegie Corporation of New York for program in education litigation.
- $250,000 to PRLDEF from the Carnegie Corporation of New York toward the support of an Education Rights Project.
- $225,000 to PRLDEF from The Ford Foundation for civil rights litigation on behalf of Puerto Ricans in employment, education, and access to political processes and governmental services.

These seven grants amounted to $2,912,200 or 72% of all monies awarded in this field. The remaining 42 grants in this area averaged $23,658.

Health

Grants awarded in this category included physical and mental health. The following four large grants were awarded for physical health:

- $390,000 to Barrio Comprehensive Child Health Care Center, awarded by the Robert Wood Johnson Foundation, for primary care service for Mexican American children.
- $309,986 to Aspira of America, by the Robert Wood Johnson Foundation, for programs to increase minority enrollment in medical schools.
- $267,185 to Clinica de la Raza also awarded by the Robert Wood Johnson Foundation as a three year grant, to improve community health services.
- $100,000 to Clinica de la Raza awarded by the Kresge Foundation, toward purchase of property and facility to house dental and optometry service.

The only large grant for mental health was awarded to the Southern Alameda County Committee for Raza Mental Health. It received a grant of $122,406 from the San Francisco Foundation for "a new and innovative series of approaches to diagnosis and treatment of emotional and psychological problems of Spanish-speaking children."

The foregoing five grants accounted for 79% of monies awarded in the health field. The average amount for each of the remaining 24 grants in this area was $14,820.

Arts and Humanities

This field of interest received 29 grants, of which only two amounted to $100,000 or more. Plaza de la Raza Cultural Enrichment Program received a grant of $100,000 from the James Irvine Foundation "to support a team of teacher-artists in presenting academic and cultural subject matter through bilingual/bicultural theater and allied arts"; and Amigos del Museo del Barrio received $146,960 from the Rockefeller Brothers Foundation "for general support of East Harlem visual arts facility which transmits artifacts, literature and music of Puerto Rico through community education programs."

In this category, grants were generally small, and the majority of donees received a single grant. Only two agencies received three or more grants: Migrants in Action, St. Paul, Minn. received $84,900 in three grants from the Northwest Area Foundation and Saint Paul Foundation for the production of a documentary film on Mexican Americans in Minnesota; and the Spanish Institute (New York City) received $86,000 in four grants from Tinker Foundation in support of the Institute's programs, including literary lectures and library acquisitions program.

The nine grants described account for 60% of all monies awarded for Hispanic arts and humanities. The remaining 20 grants averaged $14,128.

Social Services

The largest number of grants was given for this field of interest, but none was large. Only four agencies received three or more grants: Casita Maria (five grants totaling $50,000), Puerto Rican Association for Community Affairs (four grants totaling $67,000), Focus, Inc. (four grant totaling $70,000), and La Alianza Hispana (four grants amounting to $62,000).

The average amount for each social services grant was $13,693, and more than a third of the grants in this area were under $10,000.

Community Organization and Development

There were six large grants in this field accounting for 77% of the monies given by foundations in support of Hispanic community organization and development:

- $398,600 to Adams State College by W. K. Kellogg Foundation, to continue educational program to improve social and economic conditions in the San Luis Valley of Colorado with particular focus on Spanish-American population.
- $300,000 to Mexican American Unity Council by The Ford Foundation for community development in Mexican-American neighborhoods.
- $300,000 to Spanish-Speaking Unity Council by The Ford Foundation. (Same purpose as above.)
- $150,000 to Chicanos Por La Causa by The Ford Foundation, for community development in Mexican-American neighborhoods.
- $100,000 to Chicanos Por La Causa by The Ford Foundation, for administrative expenses of Mexican-American Community Development Corporation.
- $100,000 to Brothers Redevelopment by Gates Foundation, for purchase of warehouse to enable (grantee) to operate at greater level to help Chicano neighborhood upgrade their homes and neighborhood.

The average amount of each of the remaining 21 grants was $19,023.

Religion

The largest amount (and number of grants) received by a single donee in this category went to the Fund for Theological Education (FTE) in Princeton, N.J. This donee received $135,000 in three grants: two of $30,000 each by the Rockefeller Brothers Fund for an Hispanic Ministerial Fellowship program, and one in the amount of $75,000 by the William and Flora Hewlett Foundation for the FTE "program of fellowship for Hispanic and Black minority and doctoral students." The average amount for the remaining seven religion grants was $27,405.

Research

Only eight grants in the amount of $100,000 or above were awarded for research, six of them by The Ford Foundation. They were:

- $126,500 to Educational Testing Service to initiate post-doctoral research awards for non-tenured Mexican-American college teachers.
- $373,500 to Educational Testing Service to supplement funds for program described above.
- $206,975 to Aspira of America for the Puerto Rican Migration Research Consortium.
- $252,000 to Research Foundation of City University of New York to support Center for Puerto Rican Studies and Research.
- $200,000 to Western Service Systems for study focused on finance inequities that affect state's minority and poor population (especially Chicano students).
- $172,000 to San Diego State University for research, analysis and public information concerning impact of school finance legislation in California on Chicano students.

The two other large grants given for research were:

- $180,000 awarded by the Spencer Foundation to the University of Houston for research on development of child competence in Mexican-American families.
- $118,000 to La Casa de Puerto Rico awarded by the Hartford Foundation for Public Giving to complete research and document the needs of the Puerto Rican community in Hartford in the areas of employment and housing.

The above eight grants comprise 84% of all monies given by foundations for research to benefit Hispanics. The average amount for each of the remaining 14 grants was $21,350. Of the remaining, four

agencies received more than one research grant, distributed among the following projects:

National Council of La Raza ($60,476 divided into three grants)

- Monitoring and evaluation of Title I programs for migrant children (New World Foundation).
- Chicanos on welfare and its impact on family activities (Field Foundation).
- Study of State program of educational and other services to migrant families (Rosenberg Foundation).

American Council for Emigres in the Professions ($60,000, two grants from the Tinker Foundation)

- Two studies to assess the adequacy of delivery of social services to New York's Spanish speaking.

Universidad Boricua ($40,000, two grants from the Ford Foundation)

- A study of economic linkages between Puerto Ricans in the U. S. and Puerto Rico.
- Statistical profile and analysis of life choices of Puerto Rican Women.

Aspira of America ($38,950, two grants from the Ford Foundation)

- Analysis of doctoral degrees awarded to Hispanics in U. S. since 1861.
- Planning and Organization of Puerto Rican Migration Research Consortium.

In general, twelve research grants (54%) were awarded for the benefit of Chicanos, eight for Puerto Ricans and two for Hispanics. Chicanos received 62% of the funds given for Hispanic research. Puerto Ricans received 35% of these monies, and Hispanics received the remaining 3%.

Table 12 summarizes the distribution of large and small grants in the eight fields of interest. It may be noted that 36 grants (or 12% of all grants given for the benefit of Hispanics) account for 72% of the total dollar amount. Hence, 28% of grant monies were distributed among 38% of the total number of grants awarded. The average amount given for each of the 226 small grants was $17,214. Also, Figure 5 represents foundation giving by categorical area of grant.

Table 12

Distribution of Large and Small Grants Across Fields of Interest by Number of Grants, Total Dollar Amount, and Average Grant Award

Area	Large Grants		Average Amount for All Other Grants
	N	Total Dollar Amount	
Education	5	$3,920,487	$14,472
Civil Rights and Legal Services	7	2,912,200	23,658
Health	5	1,189,577	14,820
Arts and Humanities	2	246,960	14,128
Social Services	0		
Community Organization and Development	6	1,348,600	19,023
Religion	3	135,000	27,405
Research	8	1,746,975	21,350
All areas, large grants	36	$11,499,799	
All areas, small grants	266	$4,578,796	$17,214

Chapter IV
BEYOND THE FGI

Survey of Foundations

A secondary thrust of the present study was a mail survey, conducted by a questionnaire instrument (Appendix H) designed to examine institutional policies, procedures and self-image of foundations that have (1) supported Hispanics and minorities, and (2) reported to the 1977-78 FGI. These foundations are viewed against the general character of most foundations. The additional data goes beyond information available in the FGI, and further validates some of our initial findings.

For the mail survey, a manual search of the 1977-78 FGI easily identified those foundations supporting Hispanic needs and concerns and those that gave at least one grant in support of unspecified "minorities." Foundations supporting only non-Hispanic, identified minorities (American Indians, Blacks, Asian Americans) were not selected. A total of 140 foundations met the criteria; 95 of these demonstrated support in survey responses to Hispanic needs and concerns. (Appendix G lists the 140 foundations surveyed.)

A survey instrument was designed and mailed to obtain the information desired.[1] A total of 140 foundations were mailed questionnaires on March 12, 1980. Subsequently, a follow-up letter was mailed and phone calls made where no response had been received. A total of 102 questionnaires (73% response rate) were finally received. Questionnaire answers were not externally verified, in an effort to protect confidentiality of respondents.

Table 13 highlights the distribution and rate of response of foundations in our survey, by state.

Profile of Foundations

Items 1-6 of the survey instrument were intended to provide basic classification data. Results for Item 1 are shown in Figure 6.

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1. A copy of the questionnaire is provided in Appendix H.

Table 13

Distribution of Rate of Response of Foundations in Mail Survey, by State

State	Questionnaires Mailed	Questionnaires Received	
		N	(%)
California	17	15	(88)
Colorado	3	2	(66)
Connecticut	5	4	(80)
Delaware	1	0	(0)
District of Columbia	5	4	(80)
Illinois	6	4	(66)
Indiana	2	2	(100)
Massachusetts	9	5	(56)
Michigan	3	3	(100)
Minnesota	7	6	(88)
Missouri	1	1	(100)
Nevada	1	0	(0)
New Jersey	8	6	(75)
New York	46	33	(72)
North Carolina	2	0	(0)
Ohio	5	5	(100)
Pennsylvania	9	7	(78)
Rhode Island	1	1	(100)
Texas	6	2	(33)
Wisconsin	3	2	(66)
Totals	140	102	

Several foundations marked more than one of the types indicated in Item 1 of the questionnaire; and there was uncertainty between the general purpose and family classifications. In cases where more than one box was checked, the category was decided according to the following information provided by *The Foundation Directory:*

(1) Number of donor's family members on the Board and senior staff.

(2) Range of giving.

A foundation with a broad range of giving identifying itself both as general purpose and family foundation, but having more than 40% of family members on the Board and/or senior staff was arbitrarily classified for coding purposes as a family foundation.

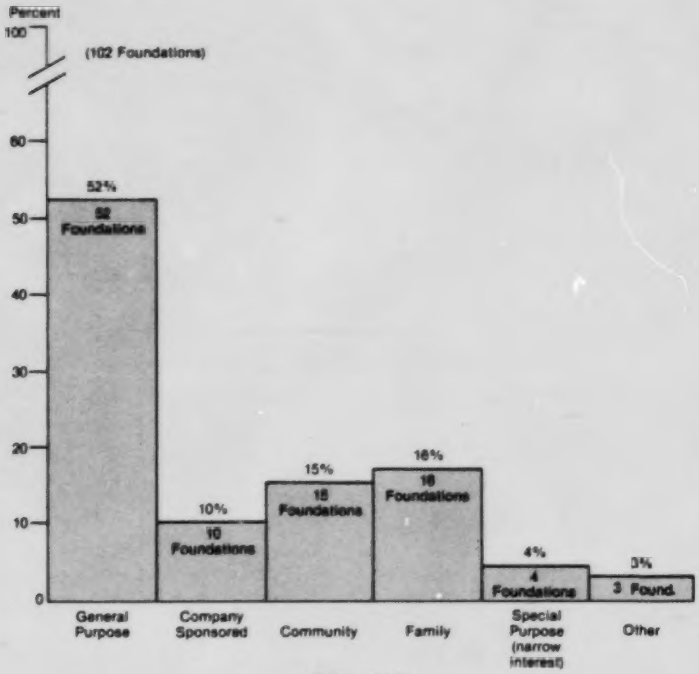

Figure 6
Responding Foundations, by Type (Item 1)

A rough comparison of the representation of the different types of foundations in the mail survey with the listings in the 7th edition of *The Foundation Directory* yielded the figures shown in Table 14.[2]

Table 14 shows community foundations over-represented and company-sponsored foundations under-represented in the survey. Since the survey used the same data base as *The Foundation Directory*, the difference can only be explained by the discrepant selection criteria. It seems that community foundations were more responsive to the needs and concerns of Hispanics and "minorities" during 1977-78.

2. Mariana Lewis, ed., *The Foundation Directory*, 7th rev. ed., p. xiv.

Table 14

Comparison of the Type of Foundations in the Survey with Those Listed in *The Foundation Directory*

Type	Foundations in the Survey	Foundation Directory
	Percentage	Percentage
Company-sponsored	9.8	17.0
Community	14.7	2.5
General Purpose, Family and Special Purpose, defined as "Independent" by the *Directory*	75.5	78.7
Operating	N.A.	1.3
Totals	100.0	99.5

a. Percentages do not add to 100 due to rounding.

Comparing the distribution of foundations in the survey, by size, with a corresponding distribution for all foundations in the U. S., the following picture emerges. Almost half (48%) of responding founa-

Table 15

Comparison of the Distribution of Foundations Surveyed with all Foundations in the U. S., by Size

Size	Foundations in Our Survey		U. S. Foundations[a]	
	Number	(%)	Number	(%)
Less than $1 million	4	(3)	22,421	(90.0)
$1 to $25 million	68	(48)	2,320	(9.3)
$26 to $100 million	39	(28)	146	(0.5)
Over $100 million	27	(19)	38	(0.1)
Not indicated	2	(2)		
Totals	140	(100)	24,925	(99.9)[b]

a. Source: Nason, 1977, p. 2.
b. Percentages do not add to 100 due to rounding.

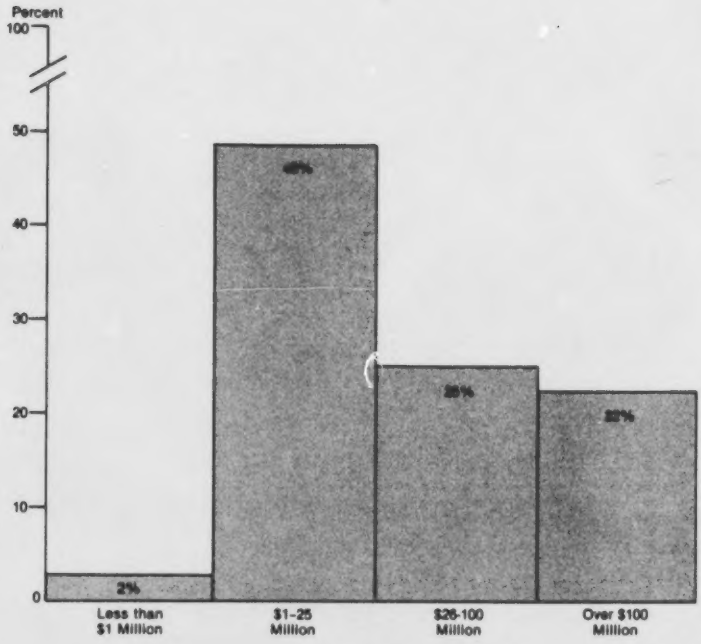

Figure 7

Distribution of Responding Foundations in Survey, by Size of Assets

tions were medium-sized, with assets between $1-25 million. Small foundations are seriously under-represented in the survey. This may be because only a small percentage of the small foundations report to the FGI. Also, only foundations giving grants of $5,000 or more (usually not the smallest foundations) are listed in this source. Large foundations may be over-represented because they are more likely to be sufficiently staffed to report to the *Foundation Grants Index.*

Figure 7 illustrates the distribution of responding foundations, by size.

Total Dollar Amount Granted in Calendar Year 1979

According to responding foundations, all awarded a total dollar

amount of grants in excess of $60,000 during calendar year 1979. Nearly three-fourths (70%) of responding foundations in the survey gave grants amounting to more than $1 million for the calendar year 1979.

Table 16

Distribution of Foundations Surveyed, by Size

Assets	Responding		Not Responding		All Surveyed Foundations	
	N	(%)	N	(%)	N	(%)
Less than $1 million	2	(2.0)	2	(5.0)	4	(3.0)
$1 to $25 million	49	(48.0)	19	(50.0)	68	(48.0)
$26 to $100 million	26	(25.5)	13	(34)	39	(28.0)
Over $100 million	23	(22.5)	4	(11.0)	27	(19.0)
No Response	2	(2.0)	—	—	2	(2.0)
Totals	102	(100.0)	38	(100.0)	140	(100)

Full-Time Administrative Staff

The importance of foundations having a full-time staff was summarized in the Bay Area Committee Report (1979):

> Without professional staff, proposals are not likely to be adequately investigated; applicants will not receive responsive attention to their needs; the foundation is not in a position to investigate and assess the needs of the community it serves. Foundations without staff investigate proposals properly only if a board member has the time and inclination to do so.[3]

A survey conducted by the Council on Foundations in 1974—responded to by 572 foundations—revealed that "34% of its respondents had no executive staff and 56% had no 'other staff.'"[4] The Council assumed that the existence of a staff "increases the likelihood of innovative and independent as opposed to 'supportive' programs."[5] The Human Resources Corporation felt, in 1975, that under such an assumption, "minority concerns are probably better served by staffed foundations."[6]

3. Herb Allen and Sam Sternberg, *Small Change from Big Bucks*, p. 26.
4. U. S. Human Resources Corporation, *U. S. Foundations and Minority Group Interests*, p. 245.
5. *Ibid.*, p. 246.
6. *Ibid.* The Human Resources Corporation report offers a valuable review of studies of staffing in foundations, up to 1975, p. 246.

In the present study, 94 foundations (92%) answered that they have a full-time administrative staff. Eight responding foundations had no full-time staff and two foundations reported they share full-time staff with other foundations. Out of the eight foundations lacking full-time staff, four (50%) were family foundations. All eight had assets over $1 million.

Summary of Profile Data

Considered by type, three-fourths of the foundations responding to the questionnaire fall within what *The Foundation Directory* calls "Independent" foundations (general purpose, family and special purpose). Company-sponsored foundations are under-represented in the group (9.8% as compared with 17% in the *Directory*) while community foundations are over-represented (14.7% as compared with 2.5% in the *Directory*).

In terms of assets, 98% of responding foundations have more than $1 million in assets (48% having $1-$25 million, and an equal percent having more than $26 million). Of this last group, 22.5% had more than $100 million in assets. Full-time staffs are employed by 92% of these foundations.

Therefore, considered by type, assets and full-time staff, foundations giving at least one grant in support of unspecified "minorities," and/or Hispanics and reporting to the FGI in 1977-78, are not at all typical in profile.

Institutional Policies and Procedures

Items 7 to 18 were intended to explore relevant institutional policies and procedures and the degree to which they are observed by these foundations.

Publications Issued

In 1973 the Foundation Center was receiving 278 annual reports published by foundations.[7] This number increased to about 400 in 1979.[8] Robert O. Bothwell has stated:

> Four hundred sixty-five of 26,000 foundations voluntarily publish and make readily available annual reports about their finances and grant-

7. U. S. Human Resources Corp., p. 253.

8. This is an estimate provided by the Washington, D.C. Foundation Center on 10 June 1980, as the Foundation Center's Annual Report for 1979 was not yet available when this report was being written.

> making....Most of the rest hide behind veils of secrecy....The public clearly has a right to better access to more information about foundations in order to know, evaluate, and influence what foundations do with their billions.[9]

Despite the unavailability of annual reports, the tax returns of all private foundations are available at the Foundation Center. Each private foundation must permit inspection, if requested, by a member of the public.

Judging from the above, foundations responding to our survey appear to be atypical: 83% of them publish annual and/or biennial reports. Table 18 compares foundations in the survey with all foundations in the U. S.

Table 17

Number and Percent of Responding Foundations in Survey Issuing Annual and Biennial Reports, by Asset Size, as Compared to all Foundations in the U. S.

	1980 Our Survey (N = 102)		1973-75 All U. S. Foundations (N = 25,388)	
Assets	**N**	**(%)**	**N**	**(%)**
Less than $1 million	2	(2.0)	66	(0.29)
$1 to $25 million	35	(34.3)	292	(1.15)
$26 to $100 million	25	(24.5)	73	(0.28)
Over $100 million	21	(20.6)	32	(0.12)
No Response	2	(2.0)	—	—
Totals	85	(83.4)	463	(1.8)

The distribution of the percentage of responding foundations publishing annual reports, by type, is shown in Table 18. All percentages in Table 18 are high compared with the national average. Family foundations were the least likely to publish annual reports.

9. U. S., Congress, House, Committee on Ways and Means, Subcommittee on Select Revenue Measures, *Testimony of Robert O. Bothwell of the National Committee for Responsive Philanthropy*, 2 June 1979, H. R. 3433, p. 3.

Table 18
Responding Foundations Publishing Annual Reports, by Type

Type of Foundation	Total Number of Type Responding	Total Number Publishing Annual Reports	Percentage of Type Publishing Annual Reports
Special Purpose	4	4	100
Community	15	14	93
Company-sponsored	10	9	90
General Purpose	52	44	85
Family	18	11	61

Five responding foundations do not issue publications. Twelve of the 17 foundations that do not publish annual reports provide other publications on policies, grants, and application procedures. On the other hand, 39 (38%) foundations in the survey issue two or more publications.

Figure 8 shows the percentage of foundations issuing each of the several types of publications.

Dissemination of Information

The extent to which foundations disseminate the publications they issue is a second measure of how open and available they are to applicants and the general public. When information is widely published and disseminated among minority groups, this increases their chances of correctly identifying foundations that could support their programs. Foundations responding to the survey consider themselves responsive to requests for information as seen in Table 19.

The high percentange of responsiveness is atypical. In a handbook prepared "to assist foundations in the development and carrying out of public information programs," Saul Richman (1973) refers to the complaint made by many—both critics and supporters—that some foundations do not reply to queries or applications for grants.

Item 11 in our survey instrument presented a list of types of procedural information often requested from foundations by prospective applicants, asking foundations to mark which types they would provide upon request. Results are presented in Table 20.

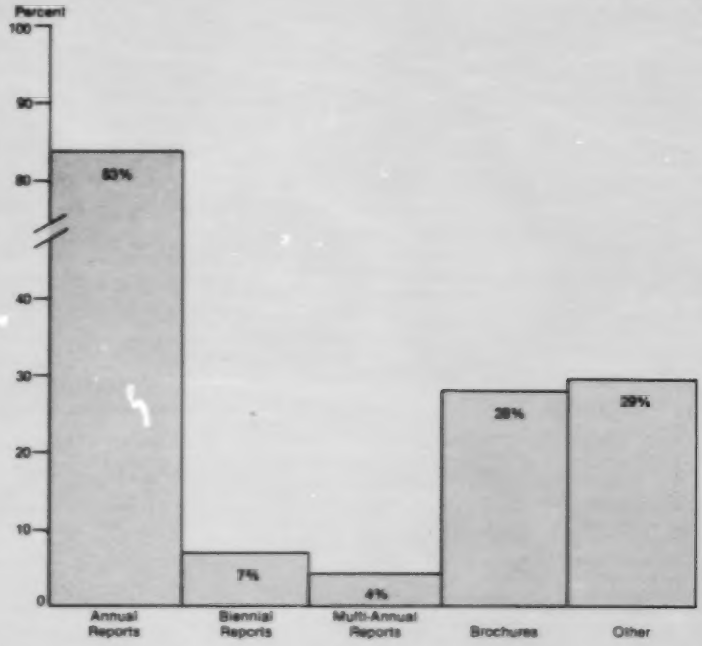

Figure 8

Percent of Responding Foundations Issuing Indicated Publications

Table 19

Percent of Responding Foundations Expressing a Positive Attitude Toward the Dissemination of Information

Item	Responding Foundations		Percent of All Surveyed Foundations
	N	(%)	
Will include organizations and institutions in their mailing list, upon request	73	(71.6)	52
Will respond to letters of inquiry from prospective applicants	99	(97.1)	71

Table 20

Number and Percent of Responding Foundations Providing Applicants with Specific Information

Type of Information Provided to Applicants	Responding Foundations	
	N	(%)
A. Application Deadlines	82	(80.4)
B. Suggestions for proposal length	76	(74.5)
C. Suggestions for proposal format	78	(76.5)
D. Dates when the Executive Board meets to consider proposals	78	(76.5)
E. Feedback on preliminary drafts or concept papers	65	(63.7)
F. Advice on other funding sources for a project	45	(44.1)

Application Process and Proposal Format

It has often been stated that many foundations rarely acknowledge receipt of proposals from unknown applicants nor inform unsuccessful applicants about decisions taken on their proposals. Foundations in our survey again appeared to be atypical: 90 (88%) of the foundations responding to our survey overwhelmingly expressed that they *would* acknowledge receipt of proposals and that if a proposal was not going to be funded, this decision *would* be communicated in writing to unsuccessful applicants. Moreover, 82 (80.4%) foundations said they would explain to unsuccessful applicants the reasons for rejection. However, only 35 of the responding foundations (34%) answered that they would advise *unsuccessful* applicants on alternate sources of funding for their project.

Minority organizations that are not "established" and lack a "track record" usually are seldom skilled in the technicalities of proposal writing. This was pointed out by Victoria Santana, Associate Tribal Attorney, Blackfeet Tribe:

> I object to the thinking on the part of foundations that things should look "professional." There is a difference between a proposal that

> looks pretty and one that really works. Some organizations can be professional and it might not be reflected on their proposal.[10]

These results do not represent the rule in the foundation world:

> In general... basic information guidelines are not available for public consumption.[11]

And Ralph Nader has stated:

> Good, challenging ideas often are not communicated well by a proposal... particularly when they are submitted by people who are not experts in transforming their ideas and programs into proposals.[12]

Most U. S. foundations simply reject proposals that are not well developed in writing. The views expressed in the responses received from foundations in our survey, presented in Table 21, are again atypical.

Table 21

Probable Actions of Surveyed Foundation in Response to Worthy Ideas Framed in Poorly Drafted Proposals

Action	Foundations	
	N	(%)
A. The proposal would not be approved for funding.	4	(3.9)
B. Although the proposal would not be approved, the applicant would be encouraged to revise and submit it again.	29	(28.4)
C. No further advice would be offered.	5	(4.9)
D. Applicant would be contacted for additional information.	81	(79.4)
E. Applicant contacted and technical assistance offered.	19	(18.6)
F. Other	10	(9.8)

10. "Women and Power," p. 7. Also quoted by the U. S. Human Resources Corporation Report, p. 259.
11. U. S. Human Resources Corp., p. 257.
12. "Nader on Foundations," p. 52.

Technical Assistance

In general, the availability of technical assistance offered by foundations to strengthen the proposals of applicants is extremly limited.

In 1975, the Human Resources Corporation, citing the Association of Black Foundation Executives' emphasis on the "need for technical assistance by groups unfamiliar with foundation grant-making procedures to enable them to adequately present their ideas and proposals,"[13] stated:

> We have discovered...no substantial trend toward technical assistance to minority groups....The time and effort necessary to cultivate inexperienced groups are apparently not worth the attempt, according to most foundations.[14]

Only 25 (24.5%) of the foundations in the survey claimed to have a person who provides such technical assistance, notwithstanding the fact that 92% of responding foundations claim a full-time administrative staff.

Interest in Assisting Minority Groups

We requested foundations in our survey to suggest five ways in which minority groups could improve their funding record with foundations (Item 18). Only 40 (39%) foundations chose to answer this question (see Table 22).

Educational Research and Development Activities

The term "Educational Research and Development" lacks a standard definition. Instead of formulating a definition for this concept, the Latino Institute questionnaire provided a list of activities which, taken together, could comprise a significant definition of Educational R&D. Foundations were asked to mark the activities they were supporting.

In all cases, as shown in Table 23, most of the responding foundations indicated that few of the educational R&D activities proposed receive support from them.

Foundations Having an Hispanic Mailing List

Only 11 (10.8%) of the responding foundations indicated that they have an Hispanic mailing list. Thirteen foundations (13%) responded

13. U.S. Human Resources Corp., p. 258.
14. *Ibid.*, pp. 259-260.

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Table 22

Areas for Improvement as Suggested by Foundations for Minority Groups Intent on Improving Their Funding Records

Improvement Areas	Foundations Making Suggestions (N = 40)
A. Applicants should study guidelines and adhere to them.	20
B. Applicants must improve quality of proposal contents and structure.	17
C. Applicants must improve management, budgeting, and fund-raising capabilities.	14
D. Applicants must conduct research on target foundations.	14
E. Applicants should request technical assistance.	7

that they have no mailing list at all, and seven foundations (6.8%) answered that Hispanic organizations are included in their general list, but they have no separate mailing lists for Hispanics.

Foundation Support for Educational Research and Development Activities Conducted by Hispanics

Foundation support for Hispanic educational research and development activities, both currently and over the past five years, is low. Only 30 foundations (29%) indicated that they have supported Hispanic educational R&D activities. Foundations currently supporting these activities are 26 (25.5% of responding foundations). Table 24 summarizes responses to this item.

The support provided is *less* than that provided over the past five years. Activities mentioned by foundations marking the "other" category were:

- Local educational development projects
- Community programming
- Employment-housing opportunities
- Arts & humanities
- Construction of facilities

Table 23

Number and Percent of Responding Foundations Supporting Educational Research and Development Activities

Educational R&D Activities	Foundations in Our Survey Currently Supporting Them	
	(N = 102)	(%)
Internships	21	(20.6)
Graduate fellowships	16	(15.7)
Postdoctoral fellowships	11	(10.8)
National, regional or state conferences	12	(11.8)
National, regional or state surveys	9	(8.8)
Community educational needs assessment	16	(15.7)
Ongoing research by research organizations	18	(17.6)
Ongoing research by individuals	9	(8.8)
Publication of educational research results	7	(6.9)
Short-term seminars and workshops on educational researchs skills	6	(5.9)
Other	12	(11.8)

- Legal Defense Education
- General support for relevant Hispanic organizations
- Scholarships
- Social services
- Undergraduate university programs

Of the 26 foundations *currently* supporting Hispanic educational research and development activities, most (61%) are of the general purpose type.

Table 25 shows the distribution of foundations supporting Hispanic educational research and development activities by size. Almost half (46%) are medium-sized.

Table 24

Foundation Support for Educational Research and Development Activities Conducted by Hispanics, Currently and Over the Past Five Years

Hispanic Educational R&D Activities	Foundations Currently Supporting Them (N = 26)		Foundations Supporting Them Over the Past Five Years (N = 30)	
	N	(%)	N	(%)[a]
Internships	3	(2.9)	–	(2.9)
Graduate Fellowships	5	(4.9)	6	(5.9)
Post Doctoral Fellowships	1	(1.0)	1	(1.0)
National, Regional, or State Conferences	3	(2.9)	6	(5.9)
National, Regional, or State Surveys	3	(2.9)	4	(3.9)
Community educational needs assessments	6	(5.9)	7	(6.9)
Research by Research Organizations	5	(4.9)	8	(7.8)
Research by Individuals	3	(2.9)	4	(3.9)
Publication of educational results	1	(1.0)	–	–
Short-term seminars and workshops on educational research skills	–	–	–	–
Other	10	(9.8)	7	(6.9)
Totals	40		46	

a. Percentages reflect percent of all foundations, not just those included in table.

Persons of Hispanic Origin Currently Serving Responding Foundations as Members of the Board of Directors or Trustees

Foundation boards have been described as "in grown, interlocking, and self-perpetuating. . . dominated by white, Ivy League males, to the almost total exclusion of women and ethnic minorities,"[15] or "overwhelmingly white, predominantly male, heavily populated with family members, business associates and friends of the original donor."[16]

In 1979, Schlef & Barcelo reported "a grand total of four Latinos on foundation boards."[17] In the present survey, 12 foundations

15. U. S. Human Resources Corporation, p. 16.
16. Allen and Sternberg, p. 23.
17. Schlef and Barcelo, *If Philanthropy is a $2.1 Billion Annual Game, Why are Latinos Getting Bread Crumbs?*, p. 33.

Table 25

Distribution of Foundations Currently Supporting Hispanic Educational R&D, by Size

Assets	Number of Foundations Currently Supporting Hispanic R&D	
	N	(%)
Less than $1 million	1	(4)
$1 to $25 million	12	(46)
$26 to $100 million	6	(23)
Over $100 million	7	(27)
Total	26	(100)

Table 26

Distribution of Hispanics in Foundations' Boards of Trustees, by Ethnicity

Ethnic Origin	Number
Mexican American	7
Puerto Rican	2
Colombian	1
Do not know	3

claimed to have Hispanic directors or trustees: thirteen Hispanic board members are represented in twelve of the responding foundations.

Employment Patterns

A survey of affirmative action in foundation employment (i.e., equitable hiring and promotion of minority and women staff and increased appointment of minority and women trustees) was released in 1978 by the Association of Black Foundation Executives (ABFE). Although the ABFE only considered the black population, its findings

are still useful for a view of foundation policies toward minority employment:

- Out of 122 contacted and 86 responding foundations, five have developed written affirmative action policy statements; three of these five were willing to share their statement publicly.
- Though most foundations responding still have no formal written policies on affirmative action, they do express support for it—in principle.
- Within the responding foundations there were 64 (9%) black professionals among 681 professional personnel and 40 (8.1%) minority trustees (no breakdown for blacks) out of a total of 490.

In the present survey, twelve foundations asserted that they have full-time Hispanic employees and five of these have Hispanics on their Board of Directors or Trustees. A total of 84 (82% of those responding) foundations reported no full-time Hispanic employees. The total number of reported full-time Hispanic employees represent 1.9% of the total number of employees (1,291) reported by foundations answering the question. On a related question, only 17 (16.6%) of responding foundations answered that they use the services of Hispanic consultants.

Chapter V

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Conclusions and Recommendations

The Human Resources Corporation (1975), the National Council of La Raza (1976), Schlef & Barcelo (1979), and now the Latino Institute have presented findings indicating that foundations have not been responsive to the needs and concerns of Hispanics in the United States. The reliability of the foregoing study is not absolute: the state-of-the-art in conducting research on foundations and the limited amount of financial support for this type of research project restricted investigation. Several methodological issues have been discussed bearing upon this problem and suggestions for improvement have been offered for those in a position to take action.

The Latino Institute study has treated three major topics about which conclusions and recommendations are needed: (1) foundation support for Hispanic needs and concerns (as seen in recorded grants), (2) institutional policies and procedures of foundations wth a degree of sensitivity to the needs of Hispanics (and minorities in general), and (3) foundation support for Hispanic educational research and development.

Foundation Support for Hispanic Needs and Concerns

It is clear that, on the whole, foundations are not supporting the needs and concerns of the Hispanic population in the United States. Our research of grant giving patterns reveals that:

- While in 1978 Hispanics represented over 6% of the total population in the United States, they received only 1% of the total funds given by foundations in the period surveyed. Half of the 1% awarded was donated by the Ford Foundation; donations by other foundations constituted half of 1% of the total monies awarded for all groups.
- Within the above framework, more foundations are now supporting Hispanics than in the 1972-74 period, and more grants are being awarded. However, the average dollar amount of

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grants supporting Hispanics and the percentage received by Hispanics of all monies awarded by foundations was less in 1977-78 than observed in 1972-74.

- Chicanos received the largest percentage (43%) of all monies awarded by foundations in support of Hispanic needs and concerns. Puerto Ricans received 15%. The remaining percentages were awarded to Hispanics in general (15%) and to mixed minorities (27%).
- The percentages received by Chicanos and Puerto Ricans of all monies given in support of Hispanics were less in 1977-78 than in 1972-74. Hispanics in general and mixed minorities received higher percentages in 1977-78 than in 1972-74.
- Hispanic-controlled agencies received the largest percentage (51%) of the total dollar value awarded for the benefit of Hispanics in 1977-78.
- Sixty-eight percent of foundations supporting Hispanic needs and concerns in 1977-78 awarded only one or two grants for this purpose (a percentage higher than observed in 1972-74), suggesting little or no commitment to the Hispanic sector.
- However, the percentage of foundations supporting Hispanics that awarded monies solely to Hispanic-controlled donees in 1977-78 (36%) doubled when compared with the equivalent percentage observed in 1972-74 (18%).
- The Ford Foundation accounted for 54% of all monies awarded by foundations in support of Hispanics in 1977-78 and only 48% in 1972-74.
- Six foundations accounted for an additional 21% of all monies awarded by foundations in support of Hispanics. Hence, 88 foundations accounted for 25% of all monies given to support Hispanics in 1977-78.
- MALDEF (Chicano) was the Hispanic donee receiving the largest amount of monies awarded by foundations in support of Hispanics. Aspira (Puerto Rican) ranked second.
- Donees in the Southwestern region in the U. S. received the largest percentage of total funds awarded by foundations in support of Hispanics.
- Although the Northeast of the U. S. has only 13% of the total Hispanic population in the U. S., donees in the Northeastern region of the U. S. received 32% of all monies awarded by foundations in support of Hispanics.
- Education received the largest percentage (30%) of all funds awarded. While the total number of grants awarded in this field of interest was 62, five large grants by The Ford Foundation accounted for 83% of all education funds.

- Civil Rights and Legal Services received the second largest percentage of all monies awarded for Hispanics (35%). Seven large grants, awarded by The Ford Foundation (five grants) and Carnegie Corporation of New York (two grants), accounted for 72% of all the monies given in this area. The remaining 28% was distributed among 42 grants.
- Although research received only 12% of all monies awarded by foundations in support of Hispanics, it ranked third. Eight large grants, five of them awarded by The Ford Foundation, accounted for 84% of all research monies awarded by foundations for the benefit of Hispanics.
- Other fields of interest receiving smaller percentages of the total monies awarded for Hispanics were: Community Organization and Development (11%), Health (10%), Social Services (6%), Arts and Humanities (4%) and Religion (2%).
- With the exception of 36 large grants ($100,000 and over), which accounted for 72% of all monies given by foundations for the benefit of Hispanics, the majority of grants were small: 28% of the total dollar amount awarded was distributed among 266 grants, an average of $17,214 per grant.

The reasons for the situation summarized above must involve institutional policies and procedures in foundations themselves as well as complex attitudinal issues.

Institutional Policies and Procedures

Several areas have been noted as reflecting inadequate response by these foundations to the needs of Hispanics (and other minority groups).

U. S. foundations reporting to the 1977-78 FGI and giving at least one grant to/or for the benefit of Hispanics and/or unspecified minorities are atypical. Those meeting these criteria are likely to belong to the general purpose type, to be medium-sized (with assets between $11-$25 million) and to have a full-time staff.

As compared with foundations listed in *The Foundation Directory*, community foundations are over-represented and company-sponsored foundations are under-represented in those responding to our survey. As compared with the universe of foundations in the U. S., small foundations are seriously under-represented in our survey. However, all responding foundations—including the small—gave grants in excess of $60,000 in calendar year 1979.

An extremely high percentage of foundations responding to our survey claim to publish annual reports and to be uncommonly receptive to inquiries from prospective applicants. They also claim to provide prospective applicants with detailed information on procedures for the application process and seem to be polite and responsive to applicants upon receipt of proposals, communicating in writing negative decisions to unsuccessful applicants. We could not verify these statements.

However, foundations in our survey are not as likely to be helpful in offering formal and/or informal technical assistance to unsuccessful applicants, nor in providing technical assistance to strengthen the fund-raising effectiveness of recipients.

In addition, an extremely low number of our responding foundations were sensitive enough to the needs of minorities as to suggest ways in which these could improve their funding record. Through the recommendations of those that answered, the following may be considered as weaknesses of minority groups seeking foundation support:

- Applicants do not study and/or adhere to foundation's guidelines.
- The proposal contents and structure of minority applicants is poor.
- Minority applicants do not evidence efficient management, budgeting and fund-raising capabilities.
- Minority applicants do not conduct research on target foundations.
- Minority applicants do not request and use available technical assistance.

Other issues of special interest for Hispanics reveal discouraging facts:

- Only 11.7% (N = 12) of responding foundations have persons of Hispanic origin currently serving as directors or trustees.
- Only 8.8% of responding foundations employ full-time persons of Hispanic origin; 16.6% have Hispanic consultants; and 10.8% have an Hispanic mailing list.

Foundations must continue to examine their priorities in light of the findings of this study. The following general recommendations are offered:

- Large foundations should have an Hispanic and other minorities mailing list. If this is not possible for budgetary reasons, founda-

tions should include a representative group of Hispanic and other majority agencies, institutions and organizations in their regular mailing list.

- Foundations should accept the responsibility of reading their mail and responding to letters received in a more serious manner.
- Foundations should seek ways to be more visible to minority groups developing programs in their fields of interest.
- Foundations evaluating proposals should consider more appropriate criteria rather than being blindly "fair" by giving equal treatment to potential applicants of unequal strength and resources. Foundations should devote a small part of their operating budget to offer timely information and technical assistance to minority applicants, particularly in the area of proposal writing.
- Each foundation should set forth in writing an affirmative action plan for increased representation of women and minorities on its staff and Board of Directors.

Support for Hispanic Educational R&D

The majority of foundations presumed responsive to the needs of Hispanics and minorities do not include educational research and development activities within their program interests (although education has traditionally been foundations' preferred area of giving). Hispanics and other minorities receive little financial support for educational and capacity-building through research and development activities. The results of the foregoing study indicate that, at present, the federal government is almost the only source of financial support for Hispanic educational research and development: foundations appear unlikely to support educational R&D activities, particularly if these are conducted by Hispanics. Moreover, the number of foundations supporting Hispanic R&D has decreased over the past five years.

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Appendix A

CARD DESIGNED TO EXTRACT GRANT INFORMATION FROM THE FOUNDATION GRANTS INDEX

A card was designed to extract from the FGI all information desired on grants. A description of the card follows:

(1) # _____

(2) Hispanic Group: _____

(3) Amount: _____ (4) Date: _____

(5) Grantee: _____

(6) Information Source: _____

(7) Foundation Name: _____

(8) Address: _____

(9) Contact Person: _____ (10) Telephone No.: _____

(11) Category: _____

(12) Purpose: _____

_____

_____

_____

_____

1. Identification number for the grant as listed in the FGI and year of FGI in which it appears.
2. Hispanic Group(s) for which grant is awarded.
3. Self-explanatory.
4. Date when grant was given.
5. Institution receiving the grant.

6. Source used by the FGI to obtain this information.
7. Self-explanatory.
8. Self-explanatory.
9. Foundation officer to whom correspondence and inquiries should be addressed, as listed in the *Foundation Directory*.
10. Telephone number of foundation awarding the grant.
11. Category - Broad category under which the grant is classified (i.e., "Health," "Education").
12. Grant purpose - a verbatim transcription of the information provided in the FGI.

For future use, this card should be revised by including a category fo "Grantee Board of Directors" after the grantee's name (to describe whether or not the grantee's board is at least 50% minority controlled), and a sub-category for grants analysis after number 11. As there was no place to record this information in our cards, the board composition was included in number 2 and the subcategory in number 11.

Appendix B

DOLLAR VALUE OF GRANTS FOR HISPANIC PROGRAMS ACCORDING TO ETHNICITY OF BENEFICIARIES AND ETHNICITY OF RECIPIENT AGENCIES, 1977-78

Ethnicity of Beneficiaries	Total Dollar Amount (All Grants)	Number of Grants	Subtotal of Hispanic Agencies	
			Dollar Amount	# of Grants
Chicano	$6,907,869	90	5,229,817	64
Puerto Rican	2,462,876	65	2,171,488	62
Hispanic	2,396,456	122	820,094	51
Mixed	4,311,394	25		
TOTALS	$16,078,595	302	$8,221,399	177

Ethnicity of Beneficiaries	Ethnicity of Hispanic Recipients			Non-Hispanic Recipient Agencies	
	Chicano	Puerto Rican	Hispanic	Dollar Amount	# of Agencies
Chicano	5,229,817			1,678,052	26
Puerto Rican		2,171,488		291,388	3
Hispanic			820,094	1,576,362	71
Mixed				4,311,394	25
TOTALS	$5,229,817	$2,171,488	$820,094	$7,857,196	125

Appendix C

NUMBER, RANK* AND DOLLAR VALUE OF GRANTS TO PROGRAMS BENEFITING HISPANIC POPULATIONS FROM SPECIFIC FOUNDATIONS ACCORDING TO ETHNIC CONTROL OF RECIPIENT AGENCIES, 1977-78

Name of Foundation	Total, All Grants		Subtotal, Hispanic Recipient Agencies		Subtotal, Non-Hispanic Recipient Agencies		Rank
Total	Dollar Value 14,078,886	Number 360	Dollar Value 6,333,360	Number 170	Dollar Value 7,857,106	Number 130	
Abelard Foundation	10,000	2	10,000	2			
Ahmanson Foundation	75,000	3	30,000	2	45,000	3	15
Akbar Fund	210,610	6	210,610	6			
Astor Foundation	5,000	1			5,000	1	
Babcock Foundation	25,000	1			25,000	1	
BankAmerica Foundation	30,000	2	30,000	2			
Boettcher Foundation	6,300	1			6,300	1	
Booth Ferris Foundation	30,000	1	30,000	1			
Burkitt Foundation	20,000	1			20,000	1	
Calvitz Foundation	26,800	1	16,800	1			
Calder Foundation	30,000	2	10,000	1	20,000		
Carnegie Foundation of NY	745,800	8	522,400	4	223,400	2	5
Chicago Community Trust	62,000	4	62,000	4			
Clark (E.M.) Foundation	60,000	1	60,000	1			
Clark (R.S.) Foundation	29,386	2	15,000	1	14,386	1	
Coors (A.) Foundation	21,000	2	11,000	1	10,000	1	
Cowell (B.H.) Foundation	25,000	3	25,000	3			
Culpeper Foundation	10,000	1			10,000	1	
Dexter (E.A.) Charitable Fund	32,236	1			32,236	1	20
Dodge (G.R.) Foundation	15,331	1			15,331	1	
Doffinger (MC.M) Foundation	5,000	1	5,000	1			
Exxon Education Foundation	5,981	1			5,981	1	
Field (Illinois) Foundation	15,000	2			15,000	2	
Field (NY) Foundation	36,000	2	36,000	2			
Fleischman (MC) Foundation	83,084	2	33,084	1	50,000	1	13
Ford Foundation	6,660,412	39	3,298,125	19	3,362,287	19	1
Frusaufl (C.A.) Foundation	5,000	1			5,000	1	
Gannett (F.E.) Newspaper Foundation	33,000	4			33,000	4	18
Gates Foundation	106,000	2	6,000	1	100,000	1	7
Garbade (W.A.) Foundation	31,474	5	10,000	2	21,474	3	
General Mills Foundation	5,000	1			5,000	1	
Gund Foundation	33,208	2			33,208	2	19
Hartford Foundation for Public Giving	173,836	3	158,000	2	15,836	1	
Hass (E. & W.) Fund	15,000	2	10,000	1	5,000	1	
Hayden (C.) Foundation	30,000	2	20,000	1	10,000	1	
Hazen (E. & W.) Foundation	40,000	2	15,000	1	25,000	1	
Hewlett (W. & F.) Foundation	75,000	1			75,000	1	
Heyatt (N. & M.) Fund	12,500	1			12,500	1	
Houston Endowment	25,000	1	25,000	1			
Hyams (G.M.) Trust	26,500	4	22,500	3	7,000	1	
Irvine (J.) Foundation	110,000	2	100,000	1	10,000	1	
Irwin-Sweeney-Miller Foundation	40,000	1	40,000	1			
Johnson (R.W.) Foundation	980,985	4	980,985	4			
Kaiser (H.J.) Family Foundation	20,000	1	20,000	1			
Kellogg (W.K.) Foundation	388,800	1			388,800	1	
Kresge Foundation	100,000	1	100,000	1			
Lilly Endowment	58,712	2	20,000	1	38,712	1	17
Lutts (H.) Foundation	85,000	2	38,000	1	47,000	1	14
McKnight Foundation	114,750	4	54,500	3	60,250	1	12
March Conservancy Foundation	10,000	2	10,000	2			
Meyer (E. & A.E.) Foundation	89,000	5	68,000	4	21,000	2	
Milwaukee Foundation	5,000	1	5,000	1			
Mobil Foundation	7,500	1	7,500	1			
Moody Foundation	36,000	1	36,000	1			
Morgan Guaranty Trust Co	20,000	3	20,000	3			
New Haven Foundation	49,900	6	23,900	3	26,400	3	
New World Foundation	98,000	3	98,000	3			
New York Community Trust	74,295	5	45,720	3	28,575	2	
New York Foundation	115,500	10	83,500	7	32,000	3	
Noble (E.J.) Foundation	18,000	3	5,000	1	13,000	2	
Northwest Area Foundation	66,900	2	66,900	2			

*Rank order of foundations according to dollar value of grants awarded. Rank 1 is assigned to the foundation making the largest total grant awards.

Name of Foundation	Total, All Grants		Subtotal, Hispanic Recipient Agencies		Subtotal, Non-Hispanic Recipient Agencies		Rank
Total	Dollar Value 15,079,386	Number 302	Dollar Value 6,333,386	Number 178	Dollar Value 7,857,188	Number 124	
Packard (D. & L.) Foundation	10,000	1			10,000	1	
Penn (W.) Foundation	12,075	1	12,075	1			
Permanent Charity Fund, Committee of	126,800	6	86,800	6	40,000	2	16
Philadelphia Fund	7,500	1			7,500	1	
Polaroid Foundation	10,000	2	10,000	2			
Public Welfare Foundation	48,000	7	33,000	4	15,000	3	
Reebok Foundation for Catholic Activities	55,000	2	55,000	2			
Rhode Island Foundation	9,108	1			9,108	1	
Riley (M.L.) Trust	5,000	1			5,000	1	
Rockefeller Brothers Fund	812,480	527,480	10	85,000	3	3	
Rockefeller Family Fund	15,300	1	15,300	1			
Rockefeller Foundation	368,500	2	368,500	2			
Rosenberg Foundation	110,201	5	26,076	2	84,125	3	9
Rubinstein (H.) Foundation	5,000	1	5,000	1			
Saint Paul Foundation	15,000	1	15,000	1			
San Francisco Foundation	340,786	10	222,546	6	118,240	4	8
San Mateo Foundation	18,927	1			18,927	2	
Scherman Foundation	5,000	1	5,000	1			
School (D.R.) Foundation	5,000	1			5,000	1	
Shelan Foundation	22,500	2	15,000	1	7,500	1	
Shaw (G.H.) Foundation	12,500	1			12,500	1	
Schuman (F.&J.) Foundation	120,000	9	75,000	7	45,000	2	15
Skaggs (L.J.&M.) Foundation	65,000	6	15,000	2	50,000	4	13
Spencer Foundation	180,000	1			180,000	1	4
Stern Fund	30,000	1	30,000	1			
Strauss (L.) Foundation	5,000	1	5,000	1			
Surdna Foundation	5,089	1			5,089	1	
Tinker Foundation	188,500	9	15,000	1	173,500	8	5
Trull Foundation	52,500	3	45,000	2	7,500	1	
United States Steel Foundation	10,000	1	10,000	1			
Victoria Foundation	149,000	11	82,000	6	67,000	5	11
Westinghouse Electric Fund	5,000	1	5,000	1			
Wieboldt Foundation	23,500	3	8,500	1	15,000	2	
Woods Charitable Fund	55,000	8	40,000	5	15,000	3	

Appendix D-1

FOUNDATIONS RESPONSIVE TO HISPANIC NEEDS AND CONCERNS BUT CONTRIBUTING SOLELY TO HISPANIC RECIPIENT AGENCIES

Name of Foundation	# Grants	Amount	Rank
Total N = 34	**82**	**$2,429,678**	
Abelard Foundation	2	10,000	
Akbar Fund	8	210,610	3
Bankamerica Foundation	2	30,000	
Booth Ferris Foundation	1	30,000	
Cafritz Foundation	2	26,800	
Chicago Community Trust	4	62,000	7
Clark (E.M.) Foundation	1	60,000	8
Cowell (S.H.) Foundation	3	25,000	
Dolfinger (MC.C.) Foundation	1	5,000	
Field (N.Y.) Foundation	2	36,000	
Houston Endowment	1	25,000	
Irwin-Sweeney-Miller Foundation	1	40,000	10
Johnson (R.W.) Foundation	4	980,993	1
Kaiser (H.I.) Family Foundation	1	20,000	
Kresge Foundation	1	100,000	4
Merck Company Foundation	2	10,000	
Milwaukee Foundation	1	5,000	
Mobil Foundation	1	7,500	
Moody Foundation	1	35,000	
Morgan Guarantee Trust Co.	3	20,000	
New World Foundation	3	95,000	5
Northwest Area Foundation	2	69,900	6
Subtotal	15	525,875	

Name of Foundation	# Grants	Amount	Rank
Total N = 34	**62**	**$2,429,678**	
Penn (W.) Foundation	1	12,075	
Polaroid Foundation	2	10,000	
Raskob Foundation for Catholic Charities	2	55,000	9
Rockefeller Family Fund	1	15,300	
Rockefeller Foundation	2	368,500	2
Rubinstein (H.) Foundation	1	5,000	
Saint Paul Foundation	1	15,000	
Scherman Foundation	1	5,000	
Stern Fund	1	20,000	
Strauss (L.) Foundation	1	5,000	
United Steel Foundation	1	10,000	
Westinghouse Electric Fund	1	5,000	

Appendix D-2

FOUNDATIONS RESPONSIVE TO HISPANIC NEEDS AND CONCERNS BUT CONTRIBUTING SOLELY TO NON-HISPANIC RECIPIENT AGENCIES

Name of Foundation	# Grants	Amount	Rank
Total N = 25	31	$947,909	
Astor Foundation	1	5,000	
Babcock Foundation	1	25,000	7
Boettcher Foundation	1	6,300	
Burkitt Foundation	1	20,000	8
Culpepper Foundation	1	10,000	
Dexter (E.A.) Charitable Fund	1	32,226	6
Dodge (G.R.) Foundation	1	15,331	10
Exxon Education Foundation	1	5,981	
Field (Ill.) Foundation	2	15,000	
Frueauff (C.A.) Foundation	1	5,000	
Gannett Newspaper Foundation	4	33,659	4
General Mills Foundation	1	5,000	
Gund Foundation	2	33,208	5
Hewlett (W. & F.) Foundation	1	75,000	3
Heydt (N. & M.) Foundation	1	12,500	
Kellogg (W.K.) Foundation	1	398,600	1
Packard (D. & L.) Foundation	1	10,000	
Philadelphia Foundation	1	7,500	
Rhode Island Foundation	1	8,108	
Riley (M.L.) Trust	1	5,000	
San Mateo Foundation	2	16,927	9
School (D.R.) Foundation	1	5,000	
Shaw (G.H.) Foundation	1	12,500	
Spencer Foundation	1	180,000	2
Surdna Foundation	1	5,069	

Appendix D-3

FOUNDATIONS RESPONSIVE TO HISPANIC NEEDS AND CONCERNS BUT CONTRIBUTING TO BOTH HISPANIC AND NON-HISPANIC RECIPIENT AGENCIES

Name of Foundation	# Grants	Amount	Rank
Total N = 36	**209**	**$12,708,008**	
Ahmanson Foundation	5	75,000	
Calder Foundation	2	30,000	
Carnegie Corporation of N.Y.	6	745,800	2
Clark (R.S.) Foundation	2	29,388	
Committee of the Permanent Charity Fund	8	126,800	8
Coors (A.) Foundation	2	21,000	
Fleischman (M.C.) Foundation	2	83,094	
Ford Foundation	36	8,660,412	1
Gates Foundation	2	106,000	
Gerbode (W.A.) Foundation	5	31,474	
Hartford Foundation for Public Giving	3	173,936	6
Hass (E. & W.) Fund	2	15,000	
Hayden (C.) Foundation	2	30,000	
Hazen (E.W.) Foundation	2	40,000	
Hyams (G.M.) Trust	4	29,500	
Irvine (J.) Foundation	2	110,000	
Lilly Endowment	2	58,712	
Luce (H.) Foundation	2	86,000	
McKnight Foundation	4	114,750	
Meyer (E. & A.E.) Foundation	6	89,000	
New Haven Foundation	6	48,900	
New York Community Trust	5	74,295	

Name of Foundation	# Grants	Amount	Rank
Total N = 38	**209**	**$12,705,008**	
New York Foundation	10	115,500	10
Noble (E.J.) Foundation	3	18,000	
Public Welfare Foundation	7	49,000	
Rockefeller Brothers Foundation	13	612,460	3
Rosenberg Foundation	5	110,201	
San Francisco Foundation	10	340,786	4
Shalan Foundation	2	22,500	
Schuman (F. & J.) Foundation	9	120,000	9
Skaggs (L.J. & M.) Foundation	6	65,000	
Tinker Foundation	9	188,500	5
Trull Foundation	3	52,500	
Victoria Foundation	11	149,000	7
Wieboldt Foundation	3	23,500	
Woods Charitable Foundation	8	55,000	

Appendix E

DOLLAR VALUE OF GRANTS SUPPORTING HISPANIC NEEDS AND CONCERNS, BY ETHNICITY OF BENEFICIARIES AND GEOGRAPHIC REGION OF RECIPIENT AGENCY, 1977-78[a]

Ethnicity of Beneficiaries	Region Covered by Grants					Total, All Grants
	West	South	North-East	North Central	National[a]	
Chicano	$4,514,889	$1,250,000	$698,500	$53,500	$690,000	$8,907,889
Puerto Rican			2,462,878			2462,878
General Hispanic	703,794	191,159	1,246,940	344,899		2386,456
Mixed	348,214		773,981	103,712	3,085,487	4311,394
Total	$5,566,877	$1,351,159	$5,073,002	$502,070	$3,585,487	$16078,565

a. National in scope are those recipient agencies such as E.T.S. whose programs are clearly known to benefit groups nationwide. Geographical coverage of grants cannot be clearly determined from the FGI 1977-78.

Appendix F

DISTRIBUTION OF TOTAL AMOUNTS AWARDED IN SUPPORT OF HISPANIC NEEDS AND CONCERNS BY FIELD OF INTEREST AND BY NATURE OR RECIPIENT AGENCIES 1977-78

Field of Service	TOTAL, ALL GRANTS			SUBTOTAL, HISPANIC AGENCIES			SUBTOTAL, NON-HISPANIC AGENICES			
	Dollar Amount	Percentage	# of Grants	Dollar Amount	Percentage	# of Grants	Dollar Amount	Percentage	# of Grants	Rank
Civil Rights and Legal Services	$4,071,440	25	49	$4,061,440	27	48	10,000	1	1	2
Education	4,745,398	30	62	470,730	18	31	4,274,668	54	31	1
Health Services	1,545,257	10	29	1,377,899	11	20	167,358	2	9	5
Arts & Humanities	700,431	4	29	423,660	7	12	276,771	4	17	7
Social Services	1,013,273	6	74	533,450	21	37	479,823	6	37	6
Research	1,927,888	12	22	527,495	7	12	1,400,393	18	10	3
Community Organization and Development	1,748,075	11	27	771,725	8	15	976,350	12	12	4
Religion	326,835	2	10	55,000	1	2	271,835	3	8	8
TOTALS	$16,078,595	100	302	$8,221,399	100	177	$7,857,198	100	125	

Appendix G

LIST OF 140 FOUNDATIONS SURVEYED**
(Alphabetical Order)

Name	State
Abelard Foundation, Inc. (The)	NY
Achelis Foundation (The)	NY
Ahmanson Foundation	CA
* Akbar Fund	~~NY~~ NM
* Alvord Foundation	DC
Arco Foundation (The)	NY
Astor, Vincent, Foundation (The)	NY
Atlantic Richfield Foundation (The)	CA
BankAmerica Foundation	CA
Blanchard Foundation (The)	MA
Bodman Foundation (The)	NY
Boettcher Foundation	CO
Booth Ferris Foundation	NY
Burden, Florence V., Foundation	NY
* Burkitt Foundation (The)	TX
Bush Foundation (The)	MN
* Cabot Corporation Foundation, Inc.	MA
Cafritz, Morris & Gwendolyn, Foundation (The)	DC
* Calder, Louis, Foundation (The)	NY
Carnegie Corporation of New York	NY
* Chase Manhattan International Foundation (The)	NY
Chicago Community Trust	IL
* China Medical Board of New York	NY
Clark Foundation (The)	TX

* Indicates those foundations that did not respond to the questionnaire.
** Four foundations included in Chapter 3, i.e., The Edna McConnell Clark Foundation (NY), Evelyn & Walter, Jr. Haas Fund (CA), James Irvine Foundation (CA), and Saint Paul Foundation (MN), were identified after we mailed our survey and are therefore not included in this appendix. (They are included in Appendix C.)

Name	State
Clark, Robert Sterling, Foundation, Inc.	NY
Cleveland Foundation (The)	OH
Columbus Foundation (The)	OH
Commonwealth Fund (The)	NY
Compton Foundation, Inc.	NY
Coors, Adolph, Foundation	CO
Council on Library Resources, Inc.	DC
Cowell, S. H., Foundation	CA
Cudahy, Patrick & Anna M., Fund	WI
*Culpeper, Charles E., Foundation	NY
Danforth Foundation (The)	MO
Dayton Hudson Foundation	MN
*De Rance, Inc.	WI
*Dexter, Eugene A., Charitable Fund	MA
*Dolfinger-McMahon Foundation	OR
Exxon Education Foundation	NY
Falk, Maurice, Medical Fund	PA
Field Foundation, Inc. (The)	NY
*Field Foundation of Illinois, Inc. (The)	IL
*Fleischmann, Max. C., Foundation	NY
Ford, Edward E., Foundation	NY
Ford Foundation	NY
Frueauff, Charles A., Foundation, Inc.	NY
Fund for New Jersey (The)	NJ
Gannett, Frank E., Newspaper Foundation	NY
*Gates Foundation	CO
General Mills Foundation	MN
*Geraldine R. Dodge Foundation	NJ
Gerbode, Wallace Alexander, Foundation	CA
*Goldman, Herman, Foundation	NY
Grant, William T., Foundation	NY
Gund, George, Foundation (The)	OH
Gutfreund, Joyce and John, Foundation, Inc.	NY
Hartford Foundation for Public Giving	CT

*Indicates those foundations that did not respond to questionnaire.

Name	State
*Hayden, Charles, Foundation	NY
Hazen, Edward E., Foundation (The)	CT
Hewlett, William & Flora, Foundation (The)	CA
*Heydt, Nan & Matilda, Fund	MA
Honeywell Fund	MN
*Houston Endowment, Inc.	TX
*Howard and Bush Foundation, Inc. (The)	CT
Hyams, Godfrey M., Trust	MA
Irwin-Sweeney-Miller Foundation	IN
J. M. Foundation (The)	NY
Johnson, Robert Wood, Foundation (The)	NJ
Kaiser, Henry J., Family Foundation (The)	CA
Kellogg, W. K., Foundation	MI
Knight Foundation, Inc.	OH
Kresge Foundation (The)	MI
Lilly Endowment, Inc.	IN
Luce, Henry, Foundation, Inc. (The)	NY
*McDonald, J. M., Foundation	NY
McKnight Foundation (The)	MN
*Mellon, Andrew W., Foundation (The)	NY
Merck Company Foundation (The)	NJ
Meyer, Eugene and Agnes, Foundation	DC
Milwaukee Foundation	WI
Mobil Foundation, Inc.	NY
*Moody Foundation (The)	NY
Morgan Guaranty Trust Company of New York Charitable Trust	NY
Mott, Charles S., Foundation	MI
Needmor Fund (The)	OH
New Haven Foundation	CT
New World Foundation (The)	NY
New York Community Trust	NY
New York Foundation	NY
Noble, Edward John, Foundation	NY

*Indicates those foundations that did not respond to questionnaire.

Name	State
Northwest Area Foundation	MN
Olin Corporation Charitable Trust	CT
*Ottinger Foundation, Inc. (The)	NY
Packard, David & Lucile, Foundation (The)	CA
Pasadena Foundation	CA
Penn, William, Foundation (The)	PA
Permanent Charity Fund, Committee of the	MA
Pew Memorial Trust	PA
Philadephia Foundation (The)	PA
*Pillsbury Company Foundation (The)	MN
Pittsburgh Foundation (The)	PA
*Polaroid Foundation	MA
Public Welfare Foundation	DC
*Raskob Foundation for Catholic Activities	DE
Rhode Island Foundation	RI
Riley, Mabel Louise, Trust	MA
Rockefeller Brothers Fund	NY
Rockefeller Family Fund, Inc.	NY
Rockefeller Foundation (The)	NY
Rosenberg Foundation	CA
Rubinstein, Helena, Foundation, Inc.	NY
San Francisco Foundation (The)	CA
San Mateo Foundation	CA
Scherman Foundation, Inc. (The)	NY
*Scherring-Plough Foundation	NJ
Scholl Foundation (Dr.)	IL
*Schuman, Florence and John, Foundation (The)	NJ
Shalan Foundation, Inc. (The)	CA
Shaw, Gardiner Howland, Foundation	MA
Skaggs, L. J. & Mary C., Foundation	CA
Sloan, Alfred P., Foundation	NY
*Smith, Richardson, Foundation	NC
Spencer Foundation (The)	IL
*Stern Fund	NY

*Indicates those foundations that did not respond to questionnaire.

Name	State
*Strauss, Levi, Foundation	CA
*Surdna Foundation, Inc. (The)	NY
*Taconic Foundation	NY
Tinker Foundation (The)	NY
Trull Foundation	TX
Turrell Fund	NJ
*Union Oil Company of California Foundation	CA
*United States Steel Foundation	PA
Victoria Foundation	NJ
Westinghouse Educational Foundation	PA
Westinghouse Electric Fund	PA
Wieboldt Foundation	IL
*Woods Charitable Trust, Inc.	IL
*Zale Foundation (The)	TX
Zellerbach Family Fund (The)	CA

*Indicates those foundations that did not respond to questionnaire.

Appendix H
SURVEY QUESTIONNAIRE

Name of Foundation _____

Address _____

Contact person _____

Telephone number _____

Please check (✓) appropriate box or boxes for each question.

1. **Type of Foundation**
   - ☐ General purpose
   - ☐ Company-sponsored
   - ☐ Community
   - ☐ Family
   - ☐ Special purpose
   - ☐ Other (specify _____)

2. **Assets**
   - ☐ Less than $1 million
   - ☐ $1-$25 million
   - ☐ $26-$100 million
   - ☐ Over $100 million

3. **Total dollar amount of grants awarded in calendar year 1979**
   - ☐ Less than $60,000
   - ☐ $60,000-$299,999
   - ☐ $300,000-$999,999
   - ☐ $1,000,000-$4,999,999
   - ☐ $5,000,000 or above

4. **Average grant awarded in calendar year 1979**
   - ☐ Less than $3,000
   - ☐ $3,000-$9,999
   - ☐ $10,000-$24,999
   - ☐ $25,000-$49,999
   - ☐ $50,000 or above

5. **Does this Foundation have a full-time administrative staff?**
   ☐ Yes ☐ No

6. **If yes, please indicate the number (approximately) of full-time staff members employed by the Foundation:** _____

   _____

7. **Does this Foundation issue any of the following publications? (Enter all that apply.)**
   ☐ Annual reports
   ☐ Biennial reports
   ☐ Multi-annual reports
   ☐ General brochure
   ☐ Other (please specify _____)

8. **Does this Foundation have an Hispanic mailing list?**
   ☐ Yes ☐ No ☐ Do not know

9. **If organizations and/or institutions so request, will they be included in the Foundation's mailing list?**
   ☐ Yes ☐ No ☐ Do not know

10. **Does this Foundation respond to letters of inquiry from prospective applicants?**
    ☐ Yes ☐ No ☐ Do not know

11. **Is the following information provided upon request to prospective applicants?**

Item	*Yes*	*No*
a. Application deadlines	☐	☐
b. Specific suggestions for proposal contents		
• length	☐	☐
• format	☐	☐
c. Dates when the Executive Board meets to consider proposals	☐	☐
d. Feedback on preliminary drafts or concept papers	☐	☐
e. Advice on other funding sources for a project	☐	☐

12. **Upon receipt of proposals, does the Foundation respond with a written acknowledgement?**
    ☐ Yes ☐ No ☐ Do not know

13. **When unsolicited proposals are received within established deadlines but are not awarded a grant, will the Foundation communicate its decision in writing to unsuccessful applicants?**
    ☐ Yes ☐ No ☐ Do not know

14. **Will the Foundation explain to unsuccessful applicants the reason for their lack of success?**
☐ Yes ☐ No ☐ Do not know ☐ Not applicable

15. **If yes, will the Foundation advise unsuccessful applicants on alternate sources of funding for their projects?**
☐ Yes ☐ No ☐ Do not know

16. **If an applicant proposes a good idea, normally worthy of support by the Foundation, but has not developed it well in the written presentation of the proposal, which of the following actions would most probably be taken by the Foundation?**
☐ The proposal would not be approved for funding.
☐ Although the proposal would not be approved, the applicant would be encouraged to revise and submit it again.
☐ No further advice would be offered.
☐ The applicant would be contacted and request to provide additional information.
☐ The applicant would be contacted and offered technical assistance to further develop the proposed project.
☐ Other (please explain)_____

_____

17. **Does the Foundation have a person who provides technical assistance to strengthen the fund-raising effectiveness of recipients?**
☐ Yes ☐ No ☐ Do not know

18. **Please suggest five (5) ways in which minority groups could improve their funding with the Foundation.**
1. _____
2. _____
3. _____
4. _____
5. _____

19. **Does the Foundation currently support any of the following activities for educational research and development? (Enter all that apply.)**
☐ Internships
☐ Graduate fellowships
☐ Postdoctoral fellowships
☐ National, regional or state conferences
☐ National, regional or state surveys
☐ Community educational needs assessments
☐ Ongoing research by research organizations
☐ Ongoing research by individuals

- ☐ Publication of educational research results
- ☐ Short-term seminars and workshops on educational research skills
- ☐ Other (please specify _____)

20. Has the Foundation supported educational research and development activities conducted by Hispanics over the past five years?

☐ Yes ☐ No ☐ Do not know

If yes, please identify which of the following:

- ☐ Internships
- ☐ Graduate fellowships
- ☐ Postdoctoral fellowships
- ☐ National, regional or state conferences
- ☐ National, regional or state surveys
- ☐ Community educational needs assessments
- ☐ Ongoing research by research organizations
- ☐ Ongoing research by individuals
- ☐ Other (Please specify _____)

21. Is the Foundation *currently* supporting any of the following educational research and development activities conducted by Hispanics?

☐ Yes ☐ No ☐ Do not know

If yes, please specify which of the following:

- ☐ Internships
- ☐ Graduate fellowships
- ☐ Postdoctoral fellowships
- ☐ National, regional, or state conferences
- ☐ National, regional or state surveys
- ☐ Community educational needs assessments
- ☐ Ongoing research by research organizations
- ☐ Ongoing research by individuals
- ☐ Publication of educational research results
- ☐ Short-term seminars and workshops on educational research skills
- ☐ Other (Please specify _____)

22. Are there any persons of Hispanic origin (Mexican American, Puerto Rican, Cuban, other Latin American) *currently* serving the Foundation as members of the Board of Directors (or Trustees?)

☐ Yes ☐ No ☐ Do not know

If yes, please indicate how many belong to each of the following Hispanic groups:

- ☐ Mexican American
- ☐ Puerto Rican
- ☐ Cuban
- ☐ Latin American (Please specify _____)
- ☐ Do not know

23. Are there persons of Hispanic origin currently employed (full-time) by the Foundation?

☐ Yes ☐ No ☐ Do not know

If yes, please indicate the number of Hispanics employed by the Foundation on a *full-time* basis (approximate) _____

24. Does this Foundation have Hispanic consultants?

☐ Yes ☐ No

If yes, please indicate the number of Hispanics serving this Foundation in this capacity _____

Thank you for helping us with this study. Please note that the questionnaire should be mailed back to us on or before **March 27, 1980,** even if not fully completed. Your cooperation in helping us meet this deadline is greatly appreciated.